



**City of Leominster, Massachusetts
Office of the Purchasing Agent**

Invitation for Bids

For

**HVAC Annual Maintenance 2017
(School Department)**

Bids Due: 2:30 P.M., December 22, 2016

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INVITATION FOR BIDS

HVAC Annual Maintenance 2017 (School Department)

GENERAL REQUIREMENTS

Qualified bidders (contractors) are invited to submit a bid in response to this Invitation for Bids (IFB). Before submitting a bid, each bidder must make a careful study of all specifications and bidding/contract requirements and fully assure themselves as to the quality and quantity of the services required by this IFB.

The successful bidder will be bound by all applicable statutory provisions of laws of the Federal Government, the Commonwealth of Massachusetts and of the City of Leominster.

Bids that are incomplete, not properly endorsed or signed, or are otherwise contrary to these instructions may be rejected as informal by the Purchasing Agent. Conditional bids will not be accepted. The City reserves the right to reject any and all bids, to waive any irregularities, to allow exceptions to the attached specifications and to make an award in a manner deemed in the best interest of the City.

If, at the time of the scheduled bid opening, Leominster City Hall is closed due to inclement weather or another unforeseeable event, the bid opening will be extended until 2:00 P.M. on the next normal business day that City Hall is open. Bids would be accepted until that extended date and time.

As provided by Massachusetts General Law, Chapter 64H, section 6(d), purchases made by the City of Leominster are exempt from the payment of Federal Excise Taxes and Massachusetts Sales Tax; any such taxes must not be included in the quoted price.

Bid Deposit: A certified check, cashier's check or bid bond in the amount of **5%** of the total dollar amount of your bid price for **Annual Preventive Maintenance** must accompany each bid submission. Checks must be made payable to the City of Leominster. Checks of unsuccessful bidders will be returned.

At the time of executing the Contract the successful bidder will be required to file an acceptable Labor & Material Payment Bond. The Payment Bond amount must be equal to 50% of your Annual Preventive Maintenance bid amount plus seventy five thousand dollars (**\$75,000**), which is half of the "Unscheduled Repairs & Emergency Service" budget amount. The surety company must be qualified to do business under the laws of the Commonwealth of Massachusetts and satisfactory to the City. The premium for this bond will be paid by the Contractor and must be included in your bid price.

No subcontracting of any work is allowed under this bid/contract. The successful bidder will not be permitted to either assign or underlet the contract nor assign either legally or equitably, any monies hereunder, or its claim thereto, without the prior written consent of the Purchasing Agent of the City.

All submitted bids and associated bid prices must be guaranteed to the City of Leominster for a period of thirty (30) days from the bid submission date.

The proposal for this work must cover all contingencies, including all labor, equipment, materials, transportation, etc., necessary for the purchase and delivery of the equipment/materials required by the City of Leominster.

All prices and delivery times quoted must be firm. Quote F.O.B. Destination, your delivery, City of Leominster.

If bidders have any questions concerning the terms and conditions set forth in this Invitation for Bids, said questions must be submitted in writing to the Purchasing Agent, no later than three (3) business days prior to the date provided for submission of bids. No further consideration will be given after the bid opening.

Bids may be withdrawn without penalty prior to the time and date specified for the bid submission deadline. Requests to withdraw a bid must be made in writing, addressed to the Purchasing Agent. On any bid withdrawn after the bid submission time and date specified, the Bidder will forfeit their bid deposit as liquidated damages, if a bid deposit was required.

All Invitation for Bids requirements, including these General Requirements shall constitute a part of the contract of purchase. A copy of the successful bidder's offer/bid will be incorporated herein and made a part of the contract as well.

Governing Law & Entire Agreement

This contract and any disputes hereunder will be construed and interpreted in accordance with the laws of Massachusetts. The Vendor agrees that any and all legal proceedings between the parties, regardless of legal theory, will be brought exclusively in a state or federal court in Massachusetts and the Vendor consents to such jurisdiction.

This Contract, including all documents incorporated herein by reference, constitutes the entire integrated agreement between the parties with respect to the matters described. This Contract will not be modified or amended except by a written document executed by the parties hereto.

Insurance: Before any work begins, all insurance policies must be in place and remain in effect for the term of the contract. Subcontractors must meet all insurance requirements also. All required insurance must be written with such companies qualified to do business in Massachusetts and shall be in accordance with the general laws of the State of Massachusetts. Contractors must maintain a policy of leading comprehensive public and commercial general liability, owner's protective liability, property damage, and automobile liability insurance (for all vehicles used in completion of this contract) under which the contractor is named as insured and the **City of Leominster is named as additional insured**, and under which the insurer agrees to provide coverage in the minimum amounts set forth below. Workers Compensation coverage must be maintained for all of the Contractor's employee's as required by Massachusetts general law. The minimum amounts of such General Liability insurance shall be not less than One Million Dollars (\$1,000,000) per occurrence/combined single limit and shall be not less than Two Million Dollars (\$2,000,000) in the aggregate per location. If at any time during the contract the Contractor fails to provide insurance as established above, this shall be considered a breach of contract and grounds for the immediate termination of the contract. By accepting the contract, the Contractor agrees to indemnify, pay on behalf of, defend and hold harmless the City of Leominster from and against any and all claims, demands, suits, actions, costs, judgements, whatsoever, including reasonable attorney's fees, which

may be imposed upon, incurred by, or asserted against the City of Leominster by reason of (a) any failure on the part of the Contractor to comply with any provision or term required to be performed or complied with by the Contractor under this contract, or (b) for the death, injury, property damage, claims, losses, expenses or damages whatsoever suffered by any person on account of or based upon the act, omissions, fault, negligence, errors, breach of contract, or misconduct of Contractor, Contractor's employees, subcontractor's, etc., arising out of or in any way related to the Contractor's services. The foregoing indemnity and hold harmless agreement shall include indemnity against all costs, expenses and liabilities incurred in or in connection with any such claim or proceeding brought hereon, and the defense thereof with counsel acceptable to the City or counsel selected by an insurance company which has accepted liability for any such claim. The contractor shall furnish the City with certificates of insurance as proof of the above, before any work is to commence.

Questions regarding this Invitation for Bids (I.F.B.) document, submission requirements, or any other questions can be directed to Mr. Greg Chapdelaine, Purchasing Agent, telephone: 978-534-7507, ext.244, or by e-mail at gchapdelaine@leominster-ma.gov

INVITATION FOR BIDS

HVAC Annual Maintenance 2017 (School Department)

BID SPECIFICATIONS

The City of Leominster School Department is seeking to hire a qualified, experienced contractor to provide various scheduled HVAC annual maintenance services as well as perform a variety of unscheduled, unforeseen HVAC related service, repair and maintenance work as it arises.

The successful bidder will be responsible for supplying all labor, equipment, and materials necessary to satisfy the requirements of this bid.

One contract will be awarded to the one responsive and responsible bidder offering the lowest price for all services contained in this bid. The contract that is awarded as a result of this Invitation for Bids will be effective upon completed execution of a contract signed by both the successful bidder and the appropriate City officials. The contract will be for a period of twelve months, commencing on January 2, 2017 and ending on either December 31, 2017; or when the allotted budget for the category of work titled "Unscheduled Repairs and Emergency Service" is spent; whichever shall occur first will take precedence. Those sections of the contract covering the category of work titled "Preventive Maintenance" will remain in force until all such work under that category is completed.

Contract Spending Limit

All work under the category titled "Unscheduled Repairs and Emergency Service" has a set budget of **\$150,000** for the life of the contract. When the total billing for this contract reaches this dollar amount (parts & labor combined), the contract will automatically end, and no further work will be allowed to be performed under this contract by the Contractor (except for Preventive Maintenance work, as noted above). The Contractor is hereby put on notice that they will NOT be paid for any services, parts, etc., that exceed this budget threshold under that specific category of work.

CHANGES TO THE CONTRACT

No additional work or changes to the Contract are authorized unless a signed Change Order is issued by the Purchasing Agent of the City of Leominster.

Any modifications, orders, instructions, etc., given verbally or in writing by any representative of the City other than the Purchasing Agent, that change, modify or alter the Contract in any manner, will NOT be binding upon the City or the respective Department for whom the work is being performed. Any work performed that is not covered by this Bid/Contract or a signed Change Order issued by the Purchasing Agent; is performed at the sole risk of the Contractor.

TERMINATION CLAUSE

This termination clause is in respect to the faithful and proper performance of all services as required by this bid/contract. If at any time the Contractor fails to fulfill or comply with any of the requirements of this bid/contract, such as shoddy workmanship, improper procedures, supplying sub-standard, improperly trained employees, not adhering to the work schedule or stated response times, or in any way failing to carryout/perform the necessary duties as stated, etc., the City, at it's option, can terminate this contract immediately, without penalty, upon written notice to the Contractor.

If at any time the City of Leominster determines that the services of the Contractor are no longer needed, for any reason, even convenience; then the City will have the option to terminate this contract immediately, without penalty, upon written notice to the Contractor. In the event that the contract is terminated, the Contractor would be paid for all work completed up to the point of termination of the contract.

INTERVIEW

Bidders may be required to appear for an interview, if so requested, with the City Purchasing Agent before any award is made. The purpose of the interview would be to review the bidders' background and capabilities to perform the work. Failure to comply with this request will result in the REJECTION of your bid.

REFERENCES

All bidders must submit a list of references of clients who they have performed work for over the past five (5) years. The list must include contact names and telephone numbers. The City is to have express permission to contact these people, either by phone, written correspondence or in person, as to past performance. The City reserves the right to contact any entity that the Contractor (the Bidder) has conducted business with or for, either currently or in the past, for the purpose of reviewing past work history. Any negative references received will be grounds for the rejection of a bid.

INVOICING

Annual Preventive Maintenance work will be lump-sum invoiced as per the bid submission. All Unscheduled Repairs & Emergency Service work will be billed on an hourly rate as per the bid prices listed herein.

The Contractor will submit invoicing for all work performed upon completion of a project. Invoices will be addressed & mailed to the **City of Leominster School Department, Attn: Accounts Payable, 24 Church Street, Leominster, MA 01453**, and must show the City Contract Number on them. All invoices must clearly indicate which School building & specific project the invoice is for, what work was performed and must be itemized in detail, in a manner that reflects and clearly shows the appropriate line item(s) bid pricing as listed in the Bid Price section of this contract. Invoices must show the cost paid by the Contractor for all parts/equipment used on a particular project and the associated ten-percent (10%) mark-up. Invoices that are not submitted in this manner will not be paid and interest charges will not be allowed to accrue. The City will pay all invoices within thirty (30) days of receipt of the invoice. If discount terms are available, they must be indicated on the invoice.

WARRANTY

All work performed by the Contractor and all parts and equipment supplied and installed by the Contractor must be covered by an all inclusive one (1) year warranty covering all parts and labor. No exceptions, deviations or exemptions are allowed to this warranty. Warranty coverage begins upon completion of an individual project/repair/installation. Any manufacturer's warranties which are less than the warranty requirements listed herein, or lack thereof, on parts or equipment will not supersede or relieve the Contractor of his warranty obligations under this contract. One (1) year

warranty coverage period(s) and warranty obligations will survive the expiration date of this contract.

The warranty applies to the merchantability of all equipment & materials supplied and installed by the Contractor as well as all installation work performed by the Contractor.

If the equipment manufacturer offers a warranty covering parts, equipment and/or labor that is longer than the one year warranty required above, said manufacturer's warranty will take precedence over the Contractor's required warranty.

JOB SITE

Bidders are required to fully inform themselves of existing conditions of the entire job sites where work may be performed over the life of the contract. Lack of knowledge or unfamiliarity of the work/equipment requirements or job sites after the Bid/contract has been awarded will not excuse non-compliance with the requirements of all specifications contained in this bid document. Job sites are understood to be all Leominster School buildings, and all HVAC related equipment located within said buildings.

CONTRACTOR QUALIFICATIONS

Contractors must demonstrate knowledge of the Leominster School Department's equipment at each site by visiting each site, or based upon past service to the respective sites.

The successful bidder may be requested to provide references and materials to demonstrate knowledge of the equipment and ability to perform work before any bid is awarded.

The successful bidder may be requested to provide a copy of their standard service checklist to be used by Contractor's mechanics before any bid is awarded.

All annual preventive maintenance must be performed by factory trained and certified contractors regularly engaged in the installation and service of HVAC, electric, direct digital controls (i.e. Honeywell and Johnson, and other brands).

License Requirements

All bidders/contractors must possess current, valid licenses in ALL of the following trade categories in order for your bid to be acceptable. These are the major categories of work that will be performed under this contract.

1. Massachusetts State Pipefitters License
2. Massachusetts State Refrigeration (Air Conditioning) License

Bidders must submit evidence that they possess all of these licenses with their bid. See submission form at the end of this document. See section titled "Permits" for related information.

The Contractor must be available twenty-four (24) hours a day, seven (7) days a week, for emergency, on-call service as the need arises. The Contractor must have adequate staff to be able to carry out the requirements of this bid/contract. The successful bidder will be required to supply the School Department with a telephone number and/or pager number where the Contractor can be contacted, after hours, weekends and holidays, in the case of an emergency. The Contractor must

have knowledge of and experience working with direct digital control type systems.

The Contractor will be required, as school inspections are performed/completed, to provide a written report of each classroom, on a Microsoft Excel Spreadsheet format, showing that each classroom has been calibrated and is in acceptable air quality condition; or identify any problems and the price to repair them, in accordance with the hourly bid prices listed herein.

SCHEDULE OF SERVICE

Preventive Maintenance Work

The Contractor will contact the School Department Director of Facilities to review and schedule all preventive maintenance work that is required by this contract.

Unexpected and Emergency Work

When arriving at any School job site, the Contractor must contact that respective School's Head Custodian or other designated contact person before any work is performed.

The Contractor, after having been called in for service to a School site, will review the work that they believe needs to be performed in response to the call for service. The Contractor will then write up a Quote (not required in an emergency situation), according to the hourly rates listed in this Contract. The Quote must reference this Contract number, indicate what work needs to be performed, how many hours the work will take, how many workers will be assigned to the job, and what parts may be needed to perform the work, along with part costs/estimates. The School Head Custodian/Contact Person must sign off on this Quote before any work is to begin or parts ordered.

When performing work, the Contractor is only to work on and up to those items & hours as stated in the specific project Quote. If additional parts and/or hours will be needed to complete the project, a revised Quote must be submitted to, and signed-off by, the School Head Custodian/Contact Person.

Except for after-hours/weekend emergency calls, all work will be performed Monday thru Friday during normal business hours.

The response time for all non-emergency service calls will be within twenty-four (24) hours from the time the Contractor is notified by the Leominster School Department that service is required.

Any non-emergency work that needs to be performed after normal business hours (i.e. nights, weekends, etc.) will be coordinated between the Contractor and the Leominster School Department. The Contractor must accommodate all requests for such after-hours work; and the School Department shall, except for emergency situations, allow the Contractor a reasonable amount of lead time to arrange for/schedule such after-hours work to be performed; however, in no case shall such lead time be longer than seventy-two (72) hours from the time of initial request by the School Department unless expressly allowed by the School Department.

The response time for emergency service calls will be two (2) hours from the time the Contractor is notified by the School Department that said emergency service is required.

Failure to comply with the above required response times will be grounds for the immediate TERMINATION of this contract.

REQUIRED SERVICES

The Contractor will furnish all necessary supervision, labor and materials, tools and permits necessary to perform any requested HVAC work by the School Department.

The scope of services covers all HVAC equipment. The annual, scheduled maintenance work within the Leominster School Department buildings will include two (2) annual walk-through type equipment inspections (Spring/Summer and Fall/Winter); and one (1) annual comprehensive inspection.

The annual, scheduled maintenance work will cover the following school locations: Leominster High School including the Center for Technical Education, The Samoset School, The Sky View School, Johnny Appleseed School, Southeast School, Northwest School, Fall Brook School, Priest Street School, and Bennett School.

Note: In all cases where any Manufacturer's recommended schedules for maintenance and/or parts replacement are greater than those specified in this bid/contract, said Manufacturers specifications will supersede any specifications included in this contract.

A) PREVENTIVE MAINTENANCE

1. Two (2) annual walk-through inspections and one (1) annual comprehensive inspection on all HVAC equipment including boilers, chillers, pumps, air handlers, AC units, convectors, exhaust fans, classroom unit ventilators, air compressors and air dryers, pneumatic and direct digital controls. The annual comprehensive inspection must include a detailed report with recommendations submitted to the School Facilities Director. Preventive maintenance must include such things as, but not limited to, calibration of applicable equipment (i.e. Thermostats, Freeze-stats, etc.), lubrication of pumps, motors, bearings as applicable; replacement of inoperable or worn parts (i.e. gauges, belts, filters, etc.).

Two (2) days training, in each year of the contract, on the operation and maintenance of HVAC equipment shall be provided for the School Department maintenance staff. Training will be conducted on School premises during normal business hours.

2. The calibration of all pneumatic thermostats must be completed prior to December 31st during each year of this contract.
3. Quantities of equipment to be inspected/serviced are to be determined by the bidding contractors, at their own risk. Lack of identifying equipment shall not void said equipment being covered under this contract.
4. Under the scheduled maintenance portion (lump sum pricing) of this bid/contract, bidders must allow for a minimum of seven hundred fifty (750) man-hours, including travel time and/or expenses, to be utilized in performing all annual maintenance work. If bidders/contractors believe it will take them more than the 750 hours to complete all scheduled maintenance work, this should be taken into consideration in computing your bid pricing. Man-hours utilized shall be tabulated from hours entered on service reports submitted to and signed by the Owner's authorized representative upon completion of a scheduled task. If less than the minimum 750 man-hours are used in completing all annual, scheduled maintenance work, then the School Department will be allowed to utilize the

remaining hours for various service work at the School Department's sole discretion. Bidders are responsible for determining how many hours will be needed to properly perform all annual, scheduled maintenance work. In no event will the School Department pay any additional costs above the submitted lump sum pricing regardless of how many man-hours the Contractor uses in completing the required work.

5. In addition to the minimum hours required under Item #4 above, under the scheduled maintenance portion (lump sum pricing) of this bid/contract, bidders must also include an additional one hundred (100) man-hours of service time, including travel time and/or expenses, to be utilized by the Leominster School Department as necessary at their sole discretion. This additional block of 100 man-hours must be included in your lump-sum bid pricing.
6. Contractor will furnish all necessary supervision, labor and materials, tools and permits necessary to perform the annual maintenance on related HVAC equipment, including tests in compliance with all applicable Federal, State and Local codes.
7. All annual preventive maintenance work will be performed during normal working hours (6:00 A.M. to 5:00 P.M.).
8. Adjustments to equipment and controls will be part of the annual maintenance service.

Necessary replacement of parts and repairs will be reported to the Director of School Facilities for approval prior to commitment of any additional costs.

9. A list of the services performed will be kept during the service and a copy, signed by the Service Mechanic, will be given to the Senior Custodian prior to leaving the job site. All such repair work will be entered on the Service Report.
10. Submit an inspection report to the Director of School Facilities, advising of any further repairs that may be required or recommended.

If, during any scheduled preventive maintenance service call, additional repairs are identified, the Contractor will notify the Director of School Facilities prior to performance of repairs. Parts that are replaced during repairs will be set aside for Owner's inspection prior to removal.

B) UNSCHEDULED REPAIRS AND EMERGENCY SERVICE

These are unforeseen/unexpected service calls and emergency service, above and beyond the regularly scheduled annual preventive maintenance work. This work will be arranged with the Contractor as the need arises. This category of work is all unforeseen and as such there is no known schedule or quantity of work. Work will be billed on an hourly rate as per the bid prices listed herein.

Project Dollar Limit: No individual project, repair, installation, etc., under this category of work (i.e. unscheduled repairs & emergency service) is to exceed \$9,999.00 in total cost (i.e., labor, parts, materials, etc., combined). Any project that is estimated to exceed this dollar limit will be bid out separately under a different contract/purchase order. The Annual Preventive Maintenance work under this contract is not subject to this dollar limit.

The Contractor will be responsible for all materials, supplies and parts to properly complete the necessary repairs for work performed under this section. Materials, supplies and parts will be invoiced to the Leominster School Department at the Contractor's actual cost plus an allowed percentage surcharge (see section titled "Parts & Supplies Markup" for details).

Services required of the Contractor under this bid/contract are any and all typical HVAC work that may be performed in any office setting, commercial, industrial or school building. This includes repair of existing HVAC components as well as new installation.

During any service call, all parts that are removed/replaced during repairs will be set aside for Owner's inspection prior to disposal.

If, during any service call, additional repairs are identified that are not part of the original request for service, the Contractor must notify the Head Custodian/Contact Person prior to the performance of said repairs. Likewise, the necessary replacement of parts that are not part of the original request for service must be reported to the Head Custodian/Contact Person by the Contractor for approval prior to commitment of any additional costs. See quote process under section titled "Schedule of Service".

The Contractor will remove all materials from job site and leave the site broom clean upon the completion of all service calls.

Service Report

A list of the services performed (the Service Report) will be kept during each service call and a copy, signed by the Contractor, will be given to the Head Custodian/Contact Person prior to leaving the job site. All such repair work will be entered on the Service Report. The format of the service report to be used must be acceptable to the Leominster School Department.

Submit an inspection report to the Head Custodian/Contact Person, advising of any further repairs that may be required or recommended if any such items are discovered during a service call.

PARTS & SUPPLIES MARK-UP

The Contractor is responsible for supplying all materials, supplies and parts needed to properly complete any and all work performed under this contract. The Contractor will be allowed a **ten percent (10%) mark-up** over the Contractor's cost for all such materials and parts. The Contractor must break-out/itemize their cost and the additional 10% mark-up for all materials and parts on all invoicing submitted to the Leominster School Department. The Contractor's own purchase invoices for all materials, supplies and parts used for any work must be made available to the City upon request for audit purposes. The City of Leominster reserves the right to audit the Contractor's books/records at any time to verify all material's and part's original costs. Failure to cooperate with this request at any time will result in the immediate TERMINATION of the contract, and non-payment for any materials for which the Contractor's original purchase invoice is not made available for audit.

In some instances, the School Department may supply the materials, supplies or parts needed for a repair or installation. The Contractor will still perform the service called for at the hourly rates as contained in this bid/contract; and no charge or markup for any said parts supplied by the School Department will be allowed for that particular project(s).

QUANTITY OF WORK

Aside from the scheduled annual preventive maintenance portion of this bid/contract, there is no pre-determined quantity of work or planned projects on which this Bid/Contract is based. Bidders should be aware that the Leominster School Department may not utilize the Contractor for any services under this Contract. All potential service calls/projects that may be initiated under this Contract will be on an "as-needed" basis. As such the Leominster School Department is under no obligation to utilize the Contractor or to initiate any service calls of any kind under the terms of this Contract.

PERMITS

The Contractor is responsible for determining what, if any, permits, licenses and inspections are applicable for this project, obtaining all said applicable permits, licenses and inspections, be they Federal, State and/or Local type permits, licenses or inspections, and paying for all costs associated with said permits, licenses and inspections.

All permit costs, fees, etc., will be invoiced to the Leominster School Department upon completion of a project. The School Department will pay/reimburse only the actual permit costs; no mark-up is allowed. All permits are at all times the property of the City.

All permits must be turned over to the Leominster School Department after all work is completed before any payment will be made for the work. If permits are not obtained, and associated inspections not completed & passed, payment will not be made. Permits **MUST** be obtained for all work performed under this contract as required by law.

TRAVEL COSTS & MINIMUM BILLABLE HOURS

Travel Costs

The contractor is NOT allowed to charge the School Department for any separate travel costs, fuel costs / surcharges, mobilization costs, or any expenses or fees of any kind related to traveling to and from any Leominster School Department site to perform work under this contract. All such costs must be included in your hourly billable rates bid pricing.

Minimum Billable Hours

The contractor is NOT allowed to charge / assess the School Department any minimum billable hours for any work performed under this contract. The contractor can only invoice for actual hours worked for all work performed (i.e. if a repair/installation, etc., takes only one hour to perform, the contractor can only invoice for that one hour of work at their submitted applicable hourly rate).

GENERAL SUPPLEMENTARY CONDITIONS

A) Direction of the Work: The Contractor shall supervise and direct the Work, using his best skills and attention which shall not be less than such state of skill and attention generally rendered by the contracting profession for projects similar to the Project in scope, difficulty and location. The Contractor shall maintain adequate supervisory personnel at the project site during the performance of the Work. He shall be solely responsible for all construction means, methods, techniques, sequences and procedures and for coordinating all portions of the Work under this Contract.

B) Responsibility for the Work: The Contractor shall be responsible to the City for the acts and omissions of his employees, Subcontractors and their agents and employees, and other persons performing any of the Work under a contract with the Contractor. This obligation shall also extend to the presence on the Job Site of suppliers of materials or equipment, their employees, contractors, and agents engaged in the work.

The Contractor shall not be relieved from his obligations to perform the Work in accordance with the Contract Documents either by the activities or duties of the City in its administration of the Agreement, or by inspections, tests or approvals required or performed by persons other than the Contractor.

C) Notices, Compliance With Laws: The Contractor shall give all notices and comply with all federal, state and local laws, ordinances, rules, regulations and lawful orders of any public authority bearing on the performance of the Work. The Contractor shall provide the City with reproductions of all permits, licenses and receipts for any fees paid. The City represents that it has disclosed to the Contractor all orders and requirements known to the City of any public authority particular to this Agreement.

If the Contractor observes that any of the Contract Documents are at variance with applicable laws, statutes, codes and regulations in any respect, he shall promptly notify the City in writing, and any necessary changes shall be accomplished by appropriate modification.

If the Contractor performs any Work which he knows or should know is contrary to such laws, ordinances, rules and regulations, and without such notice to the City, he shall assume full responsibility therefore and shall bear all costs attributable thereto.

In the performance of the Work, the Contractor shall comply with all applicable federal, state and local laws and regulations including those relating to workplace and employee safety. The Contractor shall notify the City immediately of any conditions at the place of the work which violate said laws and regulations and shall take prompt action to correct and eliminate any such violations.

D) Project Superintendent: The Contractor shall employ a competent superintendent and necessary assistants who shall be in attendance at the Job Site at all times during the progress of the Work. The superintendent shall represent the Contractor and all communications given to the superintendent shall be as binding as if given to the Contractor. Important communications shall be confirmed in writing. Other communications shall be so confirmed on written request in each case.

E) Progress Schedule: The Contractor, immediately after being awarded the Contract, shall prepare and submit for the Owner's information an estimated progress schedule for the Work. The progress schedule shall be related to the entire Project to the extent required by the Contract Documents, and shall provide for expeditious and practicable execution of the Work.

BID PRICING

State Labor Rates apply to this project. See the attached for labor rate information.

The lump sum annual maintenance bid price must include all charges, fees, expenses, labor, materials, transportation/travel costs, etc., related to the required preventive maintenance work. No separate or additional costs or fees, except for parts, will be paid by the City.

Costs for parts are NOT to be included in any bid pricing.

Bidders must list a bid price for all hourly rate categories. Bidders must bid on **ALL** items in order for your bid to be accepted. Items left blank or "N/A" are NOT acceptable. Any bids that are not submitted in accordance with these instructions will be REJECTED.

Bid Award Determination

Only the lump sum bid price for Annual Preventive Maintenance will be used in determining the low bid for the award of this contract. The hourly rate pricing will NOT be taken into consideration in determining the low bid. HOWEVER; the hourly rate pricing will be reviewed for consistency with expected current and forecasted market rates for this category of work. If hourly pricing is submitted that is grossly over or under expected market rates, that entire bid will be rejected as being from an irresponsible bidder.

PRICE ESCALATION CLAUSE

Prices offered by the bidder must be firm and not subject to increase during the term of the contract. Price escalation clauses over and above the total submitted bid price(s) are not allowed. Only the total bid price(s) will be accepted. Bidders can not insert/include a statement indicating their price(s) will increase during the life of this contract above or beyond their submitted bid price(s) due to third party actions or unnamed contingencies. Inclusion of an escalation clause of any kind will result in the REJECTION of your bid.

CERTIFICATION REGARDING DEBARMENT

By execution of the bid/contract documents, the Contractor/Vendor and/or any of its principals and/or owners certifies under penalties of law that they are not presently debarred, suspended or otherwise ineligible for the award of any contract by any governmental body (i.e. city, town, govt. agency) within and including the Commonwealth of Massachusetts and the Federal Government; and that all subcontractors used in the performance of this contract meet these same qualifications.

SUBMISSION REQUIREMENTS

Bidders must be able to comply with all of the IFB specifications in order for your bid to be accepted. Please read all of the IFB specifications and follow all instructions in preparing your IFB response. Failure to respond properly may result in the REJECTION of your bid.

Bids for HVAC Annual Maintenance 2017 (School Department) will be received in the Office of the Purchasing Agent, City Hall, 25 West Street, Leominster, MA 01453, until the deadline for submission stated below, at which time all bids received will be publicly opened and read in the presence of such bidders as desire to be in attendance.

Bidders must submit **two (2) exact copies** of their bid submission with all required information included. The Bid Submission must be submitted in a **sealed envelope** bearing on the outside the name and address of the Bidder, addressed to the Purchasing Agent of the City of Leominster. The required forms must be properly filled out, signed, sealed and endorsed, and included with your bid submission. Telephone responses and faxed replies will not be accepted.

The Bid Submission envelope must be labeled:

“HVAC Annual Maintenance 2017 (School Department)”

Complete bid packages must be received by:

2:30 P.M., December 22, 2016

In the Office of the Purchasing Agent
Attn: Mr. Greg Chapdelaine, Purchasing Agent
City Hall
25 West Street
Leominster, MA 01453

Each firm desirous of consideration will submit the following

1. All Bid Submissions must be signed by the Bidder or a representative of the Bidder authorized to act on behalf of the Bidder.
2. The Company Information form, Non-Collusion form, Certificate of Authority form, Addenda Acknowledgement form and OSHA Compliance form must be included with your Bid Submission.
3. All Bid Submissions must state firm pricing for all required services as listed in this IFB.
4. List of References. See section titled “References” for full requirements.
5. All other information as necessary to comply with the requirements of this Invitation for Bids as well as any other information that the Bidder believes would be beneficial to the City in considering your bid. It is understood that upon written request from the City Purchasing Agent, a bidder may be required to submit further information to support the bidder’s qualifications.

TO BE RETURNED WITH BID SUBMISSION

PROPOSAL To the City of Leominster, herein called the Owner, acting through its Purchasing Agent, for the purchase of HVAC Annual Maintenance 2017 (School Department)

Bidder's attention is called to Chapter 268A of the Massachusetts General Laws. In connection with this statute, Bidder's are required to submit the following information and any other information deemed necessary by the Bidder. All of the following information regarding the Bidder must be completed:

Please indicate business type by placing an X next to the appropriate category:

Corporation ☐

Partnership ☐

Proprietorship ☐

If a Corporation

Full Legal Name _____

State of Incorporation _____

If a Partnership

Full Legal Name _____

If a Proprietorship/Individual

Name of Owner/Individual or d/b/a _____

Principal Place of Business _____

Place of Business in Massachusetts _____

Business Mailing Address _____

Telephone Number: _____ Ext. _____

Qualified to do business in Massachusetts

☐

YES

☐

NO

Give full names and titles of all the persons and parties interested in the foregoing proposals. (Note: give first and last names in full; in cases of corporations, give names of President, Treasurer and Manager; and in cases of partnerships give names of the individual partners.)

Name

Title

A foreign corporation is required to submit its' certification of corporation from the Massachusetts State Secretary's Office, as required by chapter 181 of the Massachusetts General Laws.

TO BE RETURNED WITH BID SUBMISSION

Bid For – HVAC Annual Maintenance 2017 (School Department)

If this Bid shall be accepted by the Owner, and the undersigned shall fail to contract as aforesaid within ten (10) days (not including Saturday's Sunday's or Legal Holiday's) from the Owner to him, according to the address given herewith, that the contract is ready for signature, The Owner may by option determine that the Bidder has abandoned the contract and thereupon the bid deposit (if required) shall become the property of the Owner as liquidated damages.

Pursuant to M.G.L. Chapter 62C, section 49A, I/we certify under the penalties of perjury that to the best of my/our knowledge and belief, I/we have filed all state tax returns and paid all state taxes required under law.

The undersigned certifies under penalties of perjury that this Bid is made in good faith and is in all respects bona fide, fair and made without collusion or fraud with any other person. As used in this section the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity. The undersigned certifies that no official or employee of the City of Leominster, Massachusetts is pecuniarily interested in this Bid or in the contract that the Bidder offers to execute or in profits expected to arise therefrom.

The undersigned as Bidder declares that the only parties interested in this proposal as principals are named herein; that the Bidder has carefully examined the specifications therein referred to; and they propose and agree that if this Bid is accepted they will contract with the Owner in accordance with the specifications, to provide all necessary work to be done and also furnish all the materials specified in the manner and time prescribed and according to the requirements as set forth; and that they will take in full payment the sum(s) as offered in this Bid.

Social Security Number or
Federal Identification Number

Type Name of Person Signing Bid

Date _____

Signature

Title

Company Name

Street Address

City, State, Zip

TO BE RETURNED WITH BID SUBMISSION

CERTIFICATE OF AUTHORITY

At a duly authorized meeting of the Board of Directors of the

_____ held on _____
(Name of Corporation) (Date)

it was VOTED that:

_____ (Name) _____ (Officer)

of this company, be and he/she hereby is authorized to execute contracts and bonds in the name, and on behalf of, said company, and affix its corporate seal hereto; and such execution of any contract or obligation in this company's name on its behalf by such

_____ under seal of the Company; will be binding upon this Company.
(Officer)

A True Copy,

ATTEST: _____

TITLE: _____

PLACE OF BUSINESS: _____

DATE OF THIS CONTRACT: _____

I hereby certify that I am the _____ of _____
(Title) (Name of Corporation)

_____ and that _____
(Officer/Name)

is duly elected _____ of said company; and the above vote has not
(Position/Title)

been amended or rescinded and remains in full force and effect as of the date of this contract.

CORPORATE SEAL:

Clerk's Signature

Clerk's Printed Name

TO BE RETURNED WITH BID

**CITY OF LEOMINSTER, MASSACHUSETTS
OFFICE OF THE PURCHASING AGENT**

INVITATION FOR BIDS

HVAC ANNUAL MAINTENANCE 2017 (SCHOOL DEPARTMENT)

As of July 1, 2006, per Massachusetts General Law, Chapter 30, §39S(a), as amended by Chapter 306 of the Acts of 2004, any person submitting a bid for, or signing a contract to work on, the construction, reconstruction, alteration, remodeling or repair of any building or public works project by the City of Leominster, and estimated by the City to cost more than \$10,000, shall certify herein, as part of this bid/contract, under penalties of perjury, as follows (As used in this section the word "person" shall mean any natural person, joint venture, partnership, corporation or other business or legal entity):

1. That he/she is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed in/at the work;
2. That all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and
3. That all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration.

By signing below, the bidder attests that the above is true for his/her employees to be employed on this project;

Signature of Authorized Agent

Company Name (Please Type)

Printed Name & Title

(Date)

TO BE RETURNED WITH BID
**CITY OF LEOMINSTER, MASSACHUSETTS
OFFICE OF THE PURCHASING AGENT**

BID FOR: HVAC ANNUAL MAINTENANCE 2017 (SCHOOL DEPARTMENT)

Addenda Acknowledgement

Bid Opening Date: 2:30 P.M., December 22, 2016

The bidder acknowledges receipt of the following addenda:

Addenda # _____ Dated: _____

Addenda # _____ Dated: _____

Addenda # _____ Dated: _____

Addenda # _____ Dated: _____

-- OR --

None: _____

Signature of Authorized Agent

Company Name (Please Type)

Printed Name & Title

(Date)

TO BE RETURNED WITH BID

**CITY OF LEOMINSTER, MASSACHUSETTS
OFFICE OF THE PURCHASING AGENT**

BID SUBMISSION FORM

INVITATION FOR BIDS

HVAC ANNUAL MAINTENANCE 2017 (SCHOOL DEPARTMENT)

(See section titled "Bid Pricing" as to how these rates will factor into the award of this bid).

BID ITEM #1 – Annual Preventive Maintenance Work:

Total Bid Price for Annual Preventive Maintenance: \$ _____

BID ITEM #2 – Hourly Rates for Service, Repairs & Emergency Service Calls:

(See section titled "Bid Pricing" as to how these rates will factor into the award of this bid).

Hourly rate to be charged for all service calls and emergency service calls beyond the preventive maintenance work. The hourly rate must include all charges, fees, expenses, travel/fuel costs, etc. The hourly rates stated must be per employee.

1) Routine Service Call – Day Rate (6:00 A.M. to 5:00 P.M.):.....\$ _____ Per Hour

2) Routine Service Call – Evening Rate:.....\$ _____ Per Hour
(Mondays thru Fridays between the hours of 5:00 P.M. to 6:00 A.M.)

3) Routine Service Call - Weekend & Holiday Rate:.....\$ _____ Per Hour

4) Emergency Service Call – Day Rate:.....\$ _____ Per Hour

5) Emergency Service Call – Evening, Weekend & Holiday Rate:.....\$ _____ Per Hour

Signature of Authorized Agent

Company Name (Please Type)

Printed Name & Title

(Date)

TO BE RETURNED WITH BID

**CITY OF LEOMINSTER, MASSACHUSETTS
OFFICE OF THE PURCHASING AGENT**

INVITATION FOR BIDS: HVAC ANNUAL MAINTENANCE 2017 (SCHOOL DEPARTMENT)

LICENSE FORM

Bidders are required to show evidence that they possess current, valid Massachusetts licenses in the two (2) separate trades as indicated in the bid specifications under section titled "Contractor Qualifications, License Requirements" Bidders must possess all four licenses.

Bidders must:

A) list below the full-time employee name, license and license number for each required trade.

B) Submit a clear copy of each listed license, attached to this form and submit it with your bid.

Pipefitters License

Employee Name: _____

License Name: _____ License Number: _____

Pipefitters License

Employee Name: _____

License Name: _____ License Number: _____

Refrigeration (A/C) License

Employee Name: _____

License Name: _____ License Number: _____

Refrigeration (A/C) License

Employee Name: _____

License Name: _____ License Number: _____

Signature of Authorized Agent

Company Name (Please Type)

Printed Name & Title

(Date)

TO BE RETURNED WITH BID

**CITY OF LEOMINSTER, MASSACHUSETTS
OFFICE OF THE PURCHASING AGENT**

INVITATION FOR BIDS

HVAC ANNUAL MAINTENANCE 2017 (SCHOOL DEPARTMENT)

CONTACT INFORMATION FORM

The Contractor must be available twenty-four (24) hours a day, seven (7) days a week, for emergency, on-call service as the need arises. The Contractor must have adequate staff to be able to carryout the requirements of this bid/contract. The successful bidder will be required to supply all City Department's with a telephone number and/or pager number where the Contractor can be contacted, after hours, weekends and holidays, in the case of an emergency.

Bidders are required to list the contact people for this contract, as well as telephone numbers where these people can be reached

Main Contact Person Name: _____

Main Office Telephone Number: _____

Cell Phone Number: _____

Pager Number: _____

After Hours/Weekend Contact Person Name: _____

After Hours/Weekend Contact Telephone Number: _____

Backup Contact Person Name: _____

Cell Phone Number: _____

Signature of Authorized Agent

Company Name (Please Type)

Printed Name & Title

(Date)



CHARLES D. BAKER
Governor

KARYNE E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H

RONALD L. WALKER, II
Secretary
WILLIAM D. MCKINNEY
Director

Awarding Authority: City of Leominster, Purchasing Department

Contract Number:

City/Town: LEOMINSTER

Description of Work: HVAC Annual Service Work 2017

Job Location: Various School Locations

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Department of Labor Standards, Division of Apprentice Standards (DLS/DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **Any apprentice not registered with DLS/DAS regardless of whether or not they are registered with any other federal, state, local, or private agency must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| Construction | | | | | | |
| (2 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.15 | \$10.91 | \$10.89 | \$0.00 | \$53.95 |
| (3 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.22 | \$10.91 | \$10.89 | \$0.00 | \$54.02 |
| (4 & 5 AXLE) DRIVER - EQUIPMENT TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.34 | \$10.91 | \$10.89 | \$0.00 | \$54.14 |
| ADS/SUBMERSIBLE PILOT PILE DRIVER LOCAL 56 (ZONE 2) | 08/01/2015 | \$90.51 | \$9.80 | \$18.17 | \$0.00 | \$118.48 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| AIR TRACK OPERATOR LABORERS - ZONE 2 | 12/01/2016 | \$33.15 | \$7.45 | \$12.65 | \$0.00 | \$53.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASBESTOS WORKER (PIPES & TANKS) HEAT & FROST INSULATORS LOCAL 6 (WORCESTER) | 12/01/2016 | \$33.90 | \$11.50 | \$7.10 | \$0.00 | \$52.50 |
| | 06/01/2017 | \$34.90 | \$11.50 | \$7.10 | \$0.00 | \$53.50 |
| | 12/01/2017 | \$35.90 | \$11.50 | \$7.10 | \$0.00 | \$54.50 |
| | 06/01/2018 | \$36.90 | \$11.50 | \$7.10 | \$0.00 | \$55.50 |
| | 12/01/2018 | \$37.90 | \$11.50 | \$7.10 | \$0.00 | \$56.50 |
| | 06/01/2019 | \$38.90 | \$11.50 | \$7.10 | \$0.00 | \$57.50 |
| | 12/01/2019 | \$39.90 | \$11.50 | \$7.10 | \$0.00 | \$58.50 |
| | 06/01/2020 | \$40.90 | \$11.50 | \$7.10 | \$0.00 | \$59.50 |
| ASPHALT RAKER LABORERS - ZONE 2 | 12/01/2020 | \$41.90 | \$11.50 | \$7.10 | \$0.00 | \$60.50 |
| | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE OPERATING ENGINEERS LOCAL 4 | 12/01/2016 | \$45.38 | \$10.00 | \$15.25 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BACKHOE/FRONT-END LOADER OPERATING ENGINEERS LOCAL 4 | 12/01/2016 | \$45.38 | \$10.00 | \$15.25 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| BARCO-TYPE JUMPING TAMPER LABORERS - ZONE 2 | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BLOCK PAVER, RAMMER / CURB SETTER LABORERS - ZONE 2 | 12/01/2016 | \$33.15 | \$7.45 | \$12.65 | \$0.00 | \$53.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| BOILER MAKER BOILERMAKERS LOCAL 29 | 01/01/2016 | \$41.62 | \$6.97 | \$16.21 | \$0.00 | \$64.80 |
| | 01/01/2017 | \$42.92 | \$6.97 | \$16.21 | \$0.00 | \$66.10 |

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 65 | \$27.05 | \$6.97 | \$10.54 | \$0.00 | \$44.56 |
| 2 | 65 | \$27.05 | \$6.97 | \$10.54 | \$0.00 | \$44.56 |
| 3 | 70 | \$29.13 | \$6.97 | \$11.35 | \$0.00 | \$47.45 |
| 4 | 75 | \$31.22 | \$6.97 | \$12.16 | \$0.00 | \$50.35 |
| 5 | 80 | \$33.30 | \$6.97 | \$12.97 | \$0.00 | \$53.24 |
| 6 | 85 | \$35.38 | \$6.97 | \$13.78 | \$0.00 | \$56.13 |
| 7 | 90 | \$37.46 | \$6.97 | \$14.59 | \$0.00 | \$59.02 |
| 8 | 95 | \$39.54 | \$6.97 | \$15.40 | \$0.00 | \$61.91 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 2 | 65 | \$27.90 | \$6.97 | \$10.54 | \$0.00 | \$45.41 |
| 3 | 70 | \$30.04 | \$6.97 | \$11.35 | \$0.00 | \$48.36 |
| 4 | 75 | \$32.19 | \$6.97 | \$12.16 | \$0.00 | \$51.32 |
| 5 | 80 | \$34.34 | \$6.97 | \$12.97 | \$0.00 | \$54.28 |
| 6 | 85 | \$36.48 | \$6.97 | \$13.78 | \$0.00 | \$57.23 |
| 7 | 90 | \$38.63 | \$6.97 | \$14.59 | \$0.00 | \$60.19 |
| 8 | 95 | \$40.77 | \$6.97 | \$15.40 | \$0.00 | \$63.14 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING) | 09/01/2016 | \$48.66 | \$10.18 | \$18.62 | \$0.00 | \$77.46 |
| BRICKLAYERS LOCAL 3 (LOWELL) | 03/01/2017 | \$49.23 | \$10.18 | \$18.62 | \$0.00 | \$78.03 |

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 Lowell**Effective Date - 09/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$24.33 | \$10.18 | \$18.62 | \$0.00 | \$53.13 |
| 2 | 60 | \$29.20 | \$10.18 | \$18.62 | \$0.00 | \$58.00 |
| 3 | 70 | \$34.06 | \$10.18 | \$18.62 | \$0.00 | \$62.86 |
| 4 | 80 | \$38.93 | \$10.18 | \$18.62 | \$0.00 | \$67.73 |
| 5 | 90 | \$43.79 | \$10.18 | \$18.62 | \$0.00 | \$72.59 |

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$24.62 | \$10.18 | \$18.62 | \$0.00 | \$53.42 |
| 2 | 60 | \$29.54 | \$10.18 | \$18.62 | \$0.00 | \$58.34 |
| 3 | 70 | \$34.46 | \$10.18 | \$18.62 | \$0.00 | \$63.26 |
| 4 | 80 | \$39.38 | \$10.18 | \$18.62 | \$0.00 | \$68.18 |
| 5 | 90 | \$44.31 | \$10.18 | \$18.62 | \$0.00 | \$73.11 |

Notes:**Apprentice to Journeyworker Ratio:1:5**

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| BULLDOZER/GRADER/SCRAPER | 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| OPERATING ENGINEERS LOCAL 4 | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-----------------------------------|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING BOTTOM MAN | 12/01/2016 | \$37.95 | \$7.45 | \$14.00 | \$0.00 | \$59.40 |
| LABORERS - FOUNDATION AND MARINE | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING LABORER | 12/01/2016 | \$36.80 | \$7.45 | \$14.00 | \$0.00 | \$58.25 |
| LABORERS - FOUNDATION AND MARINE | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|----------------------------------|------------|---------|--------|---------|--------|---------|
| CAISSON & UNDERPINNING TOP MAN | 12/01/2016 | \$36.80 | \$7.45 | \$14.00 | \$0.00 | \$58.25 |
| LABORERS - FOUNDATION AND MARINE | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|-----------------------------|------------|---------|--------|---------|--------|---------|
| CARBIDE CORE DRILL OPERATOR | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
| LABORERS - ZONE 2 | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| CARPENTER | 09/01/2016 | \$37.80 | \$9.90 | \$17.00 | \$0.00 | \$64.70 |
| CARPENTERS -ZONE 2 (Eastern Massachusetts) | 03/01/2017 | \$38.77 | \$9.90 | \$17.00 | \$0.00 | \$65.67 |
| | 09/01/2017 | \$39.78 | \$9.90 | \$17.00 | \$0.00 | \$66.68 |
| | 03/01/2018 | \$40.78 | \$9.90 | \$17.00 | \$0.00 | \$67.68 |
| | 09/01/2018 | \$41.82 | \$9.90 | \$17.00 | \$0.00 | \$68.72 |
| | 03/01/2019 | \$42.85 | \$9.90 | \$17.00 | \$0.00 | \$69.75 |

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CARPENTER - Zone 2 Eastern MA

Effective Date - 09/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$18.90 | \$9.90 | \$1.63 | \$0.00 | \$30.43 |
| 2 | 60 | \$22.68 | \$9.90 | \$1.63 | \$0.00 | \$34.21 |
| 3 | 70 | \$26.46 | \$9.90 | \$12.11 | \$0.00 | \$48.47 |
| 4 | 75 | \$28.35 | \$9.90 | \$12.11 | \$0.00 | \$50.36 |
| 5 | 80 | \$30.24 | \$9.90 | \$13.74 | \$0.00 | \$53.88 |
| 6 | 80 | \$30.24 | \$9.90 | \$13.74 | \$0.00 | \$53.88 |
| 7 | 90 | \$34.02 | \$9.90 | \$15.37 | \$0.00 | \$59.29 |
| 8 | 90 | \$34.02 | \$9.90 | \$15.37 | \$0.00 | \$59.29 |

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$19.39 | \$9.90 | \$1.63 | \$0.00 | \$30.92 |
| 2 | 60 | \$23.26 | \$9.90 | \$1.63 | \$0.00 | \$34.79 |
| 3 | 70 | \$27.14 | \$9.90 | \$12.11 | \$0.00 | \$49.15 |
| 4 | 75 | \$29.08 | \$9.90 | \$12.11 | \$0.00 | \$51.09 |
| 5 | 80 | \$31.02 | \$9.90 | \$13.74 | \$0.00 | \$54.66 |
| 6 | 80 | \$31.02 | \$9.90 | \$13.74 | \$0.00 | \$54.66 |
| 7 | 90 | \$34.89 | \$9.90 | \$15.37 | \$0.00 | \$60.16 |
| 8 | 90 | \$34.89 | \$9.90 | \$15.37 | \$0.00 | \$60.16 |

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING

BRICKLAYERS LOCAL 3 (LOWELL)

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 07/01/2016 | \$40.76 | \$12.20 | \$19.33 | \$1.30 | \$73.59 |
| 01/01/2017 | \$41.72 | \$12.20 | \$19.41 | \$1.30 | \$74.63 |
| 07/01/2017 | \$42.61 | \$12.20 | \$19.41 | \$1.30 | \$75.52 |
| 01/01/2018 | \$43.28 | \$12.20 | \$19.41 | \$1.30 | \$76.19 |
| 07/01/2018 | \$43.94 | \$12.20 | \$19.41 | \$1.30 | \$76.85 |
| 01/01/2019 | \$44.61 | \$12.20 | \$19.41 | \$1.30 | \$77.52 |
| 07/01/2019 | \$45.27 | \$12.20 | \$19.41 | \$1.30 | \$78.18 |
| 01/01/2020 | \$45.94 | \$12.20 | \$19.41 | \$1.30 | \$78.85 |

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CEMENT MASONRY/PLASTERING - Lowell**Effective Date - 07/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$20.38 | \$12.20 | \$12.33 | \$0.00 | \$44.91 |
| 2 | 60 | \$24.46 | \$12.20 | \$14.33 | \$1.30 | \$52.29 |
| 3 | 65 | \$26.49 | \$12.20 | \$15.33 | \$1.30 | \$55.32 |
| 4 | 70 | \$28.53 | \$12.20 | \$16.33 | \$1.30 | \$58.36 |
| 5 | 75 | \$30.57 | \$12.20 | \$17.33 | \$1.30 | \$61.40 |
| 6 | 80 | \$32.61 | \$12.20 | \$18.33 | \$1.30 | \$64.44 |
| 7 | 90 | \$36.68 | \$12.20 | \$19.33 | \$1.30 | \$69.51 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$20.86 | \$12.20 | \$12.41 | \$0.00 | \$45.47 |
| 2 | 60 | \$25.03 | \$12.20 | \$14.41 | \$1.30 | \$52.94 |
| 3 | 65 | \$27.12 | \$12.20 | \$15.41 | \$1.30 | \$56.03 |
| 4 | 70 | \$29.20 | \$12.20 | \$16.41 | \$1.30 | \$59.11 |
| 5 | 75 | \$31.29 | \$12.20 | \$17.41 | \$1.30 | \$62.20 |
| 6 | 80 | \$33.38 | \$12.20 | \$18.41 | \$1.30 | \$65.29 |
| 7 | 90 | \$37.55 | \$12.20 | \$19.41 | \$1.30 | \$70.46 |

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3**CHAIN SAW OPERATOR**

LABORERS - ZONE 2

12/01/2016 \$32.65 \$7.45 \$12.65 \$0.00 \$52.75

For apprentice rates see "Apprentice- LABORER"

CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES

OPERATING ENGINEERS LOCAL 4

12/01/2016 \$46.38 \$10.00 \$15.25 \$0.00 \$71.63

06/01/2017 \$47.38 \$10.00 \$15.25 \$0.00 \$72.63

12/01/2017 \$48.38 \$10.00 \$15.25 \$0.00 \$73.63

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

COMPRESSOR OPERATOR

OPERATING ENGINEERS LOCAL 4

12/01/2016 \$31.17 \$10.00 \$15.25 \$0.00 \$56.42

06/01/2017 \$31.86 \$10.00 \$15.25 \$0.00 \$57.11

12/01/2017 \$32.55 \$10.00 \$15.25 \$0.00 \$57.80

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

DELEADER (BRIDGE)

PAINTERS LOCAL 35 - ZONE 2

07/01/2016 \$50.46 \$7.85 \$16.10 \$0.00 \$74.41

01/01/2017 \$51.41 \$7.85 \$16.10 \$0.00 \$75.36

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$25.23 | \$7.85 | \$0.00 | \$0.00 | \$33.08 |
| 2 | 55 | \$27.75 | \$7.85 | \$3.66 | \$0.00 | \$39.26 |
| 3 | 60 | \$30.28 | \$7.85 | \$3.99 | \$0.00 | \$42.12 |
| 4 | 65 | \$32.80 | \$7.85 | \$4.32 | \$0.00 | \$44.97 |
| 5 | 70 | \$35.32 | \$7.85 | \$14.11 | \$0.00 | \$57.28 |
| 6 | 75 | \$37.85 | \$7.85 | \$14.44 | \$0.00 | \$60.14 |
| 7 | 80 | \$40.37 | \$7.85 | \$14.77 | \$0.00 | \$62.99 |
| 8 | 90 | \$45.41 | \$7.85 | \$15.44 | \$0.00 | \$68.70 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$25.71 | \$7.85 | \$0.00 | \$0.00 | \$33.56 |
| 2 | 55 | \$28.28 | \$7.85 | \$3.66 | \$0.00 | \$39.79 |
| 3 | 60 | \$30.85 | \$7.85 | \$3.99 | \$0.00 | \$42.69 |
| 4 | 65 | \$33.42 | \$7.85 | \$4.32 | \$0.00 | \$45.59 |
| 5 | 70 | \$35.99 | \$7.85 | \$14.11 | \$0.00 | \$57.95 |
| 6 | 75 | \$38.56 | \$7.85 | \$14.44 | \$0.00 | \$60.85 |
| 7 | 80 | \$41.13 | \$7.85 | \$14.77 | \$0.00 | \$63.75 |
| 8 | 90 | \$46.27 | \$7.85 | \$15.44 | \$0.00 | \$69.56 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|-------------------|------------|---------|--------|---------|--------|---------|
| DEMO: ADZEMAN | 12/01/2015 | \$35.50 | \$7.45 | \$13.55 | \$0.00 | \$56.50 |
| LABORERS - ZONE 2 | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--------------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: BACKHOE/LOADER/HAMMER OPERATOR | 12/01/2015 | \$36.50 | \$7.45 | \$13.55 | \$0.00 | \$57.50 |
| LABORERS - ZONE 2 | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|-------------------|------------|---------|--------|---------|--------|---------|
| DEMO: BURNERS | 12/01/2015 | \$36.25 | \$7.45 | \$13.55 | \$0.00 | \$57.25 |
| LABORERS - ZONE 2 | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: CONCRETE CUTTER/SAWYER | 12/01/2015 | \$36.50 | \$7.45 | \$13.55 | \$0.00 | \$57.50 |
| LABORERS - ZONE 2 | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: JACKHAMMER OPERATOR | 12/01/2015 | \$36.25 | \$7.45 | \$13.55 | \$0.00 | \$57.25 |
| LABORERS - ZONE 2 | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------|------------|---------|--------|---------|--------|---------|
| DEMO: WRECKING LABORER | 12/01/2015 | \$35.50 | \$7.45 | \$13.55 | \$0.00 | \$56.50 |
| LABORERS - ZONE 2 | | | | | | |

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|------------------------------|------------|
| DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| DIVER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> | 08/01/2015 | \$60.34 | \$9.80 | \$18.17 | \$0.00 | \$88.31 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> | 08/01/2015 | \$43.10 | \$9.80 | \$18.17 | \$0.00 | \$71.07 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> | 08/01/2015 | \$64.65 | \$9.80 | \$18.17 | \$0.00 | \$92.62 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 2)</i> | 08/01/2015 | \$90.51 | \$9.80 | \$18.17 | \$0.00 | \$118.48 |
| For apprentice rates see "Apprentice- PILE DRIVER" | | | | | | |
| ELECTRICIAN <i>ELECTRICIANS LOCAL 96</i> | 12/01/2015 | \$39.37 | \$8.41 | \$13.68 | \$0.00 | \$61.46 |

Apprentice - ELECTRICIAN - Local 96

Effective Date - 12/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 40 | \$15.75 | \$8.41 | \$0.47 | \$0.00 | \$24.63 |
| 2 | 43 | \$16.93 | \$8.41 | \$0.51 | \$0.00 | \$25.85 |
| 3 | 48 | \$18.90 | \$8.41 | \$10.82 | \$0.00 | \$38.13 |
| 4 | 55 | \$21.65 | \$8.41 | \$11.20 | \$0.00 | \$41.26 |
| 5 | 65 | \$25.59 | \$8.41 | \$11.75 | \$0.00 | \$45.75 |
| 6 | 80 | \$31.50 | \$8.41 | \$12.58 | \$0.00 | \$52.49 |

Notes:

Steps 1-2 are 1000 hrs; Steps 3-6 are 1500 hrs.

Apprentice to Journeyworker Ratio:2:3***

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ELEVATOR CONSTRUCTOR <i>ELEVATOR CONSTRUCTORS LOCAL 41</i> | 01/01/2016 | \$48.77 | \$14.43 | \$14.96 | \$0.00 | \$78.16 |
| | 01/01/2017 | \$49.90 | \$15.28 | \$15.71 | \$0.00 | \$80.89 |

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - ELEVATOR CONSTRUCTOR - Local 41**Effective Date - 01/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$24.39 | \$14.43 | \$14.96 | \$0.00 | \$53.78 |
| 2 | 55 | \$26.82 | \$14.43 | \$14.96 | \$0.00 | \$56.21 |
| 3 | 65 | \$31.70 | \$14.43 | \$14.96 | \$0.00 | \$61.09 |
| 4 | 70 | \$34.14 | \$14.43 | \$14.96 | \$0.00 | \$63.53 |
| 5 | 80 | \$39.02 | \$14.43 | \$14.96 | \$0.00 | \$68.41 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$24.95 | \$15.28 | \$15.71 | \$0.00 | \$55.94 |
| 2 | 55 | \$27.45 | \$15.28 | \$15.71 | \$0.00 | \$58.44 |
| 3 | 65 | \$32.44 | \$15.28 | \$15.71 | \$0.00 | \$63.43 |
| 4 | 70 | \$34.93 | \$15.28 | \$15.71 | \$0.00 | \$65.92 |
| 5 | 80 | \$39.92 | \$15.28 | \$15.71 | \$0.00 | \$70.91 |

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER

ELEVATOR CONSTRUCTORS LOCAL 41

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 01/01/2016 | \$34.14 | \$14.43 | \$14.96 | \$0.00 | \$63.53 |
| 01/01/2017 | \$34.93 | \$15.28 | \$15.71 | \$0.00 | \$65.92 |

For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"

FENCE & GUARD RAIL ERECTOR

LABORERS - ZONE 2

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY

OPERATING ENGINEERS LOCAL 4

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 11/01/2016 | \$41.37 | \$10.00 | \$15.15 | \$0.00 | \$66.52 |
| 05/01/2017 | \$42.25 | \$10.00 | \$15.15 | \$0.00 | \$67.40 |
| 11/01/2017 | \$42.98 | \$10.00 | \$15.15 | \$0.00 | \$68.13 |
| 05/01/2018 | \$43.69 | \$10.00 | \$15.15 | \$0.00 | \$68.84 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY

OPERATING ENGINEERS LOCAL 4

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 11/01/2016 | \$42.82 | \$10.00 | \$15.15 | \$0.00 | \$67.97 |
| 05/01/2017 | \$43.71 | \$10.00 | \$15.15 | \$0.00 | \$68.86 |
| 11/01/2017 | \$44.44 | \$10.00 | \$15.15 | \$0.00 | \$69.59 |
| 05/01/2018 | \$45.16 | \$10.00 | \$15.15 | \$0.00 | \$70.31 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY

OPERATING ENGINEERS LOCAL 4

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 11/01/2016 | \$21.98 | \$10.00 | \$15.15 | \$0.00 | \$47.13 |
| 05/01/2017 | \$22.51 | \$10.00 | \$15.15 | \$0.00 | \$47.66 |
| 11/01/2017 | \$22.93 | \$10.00 | \$15.15 | \$0.00 | \$48.08 |
| 05/01/2018 | \$23.36 | \$10.00 | \$15.15 | \$0.00 | \$48.51 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

FIRE ALARM INSTALLER

ELECTRICIANS LOCAL 96

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 12/01/2015 | \$39.37 | \$8.41 | \$13.68 | \$0.00 | \$61.46 |
|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- ELECTRICIAN"

FIRE ALARM REPAIR / MAINT/COMMISSIONING

ELECTRICIANS LOCAL 96

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 12/01/2015 | \$39.37 | \$8.41 | \$13.68 | \$0.00 | \$61.46 |
|------------|---------|--------|---------|--------|---------|

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- ELECTRICIAN" | | | | | | |
| FIREMAN (ASST. ENGINEER) OPERATING ENGINEERS LOCAL 4 | 12/01/2016 | \$37.65 | \$10.00 | \$15.25 | \$0.00 | \$62.90 |
| | 06/01/2017 | \$38.49 | \$10.00 | \$15.25 | \$0.00 | \$63.74 |
| | 12/01/2017 | \$39.32 | \$10.00 | \$15.25 | \$0.00 | \$64.57 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| FLAGGER & SIGNALER LABORERS - ZONE 2 | 12/01/2016 | \$20.50 | \$7.45 | \$12.65 | \$0.00 | \$40.60 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| FLOORCOVERER FLOORCOVERERS LOCAL 2168 ZONE II | 03/01/2016 | \$39.82 | \$9.80 | \$17.62 | \$0.00 | \$67.24 |

Apprentice - FLOORCOVERER - Local 2168 Zone II

Effective Date - 03/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$19.91 | \$9.80 | \$1.79 | \$0.00 | \$31.50 |
| 2 | 55 | \$21.90 | \$9.80 | \$1.79 | \$0.00 | \$33.49 |
| 3 | 60 | \$23.89 | \$9.80 | \$12.25 | \$0.00 | \$45.94 |
| 4 | 65 | \$25.88 | \$9.80 | \$12.25 | \$0.00 | \$47.93 |
| 5 | 70 | \$27.87 | \$9.80 | \$14.04 | \$0.00 | \$51.71 |
| 6 | 75 | \$29.87 | \$9.80 | \$14.04 | \$0.00 | \$53.71 |
| 7 | 80 | \$31.86 | \$9.80 | \$15.83 | \$0.00 | \$57.49 |
| 8 | 85 | \$33.85 | \$9.80 | \$15.83 | \$0.00 | \$59.48 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| FORK LIFT/CHERRY PICKER OPERATING ENGINEERS LOCAL 4 | 12/01/2016 | \$45.38 | \$10.00 | \$15.25 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GENERATOR/LIGHTING PLANT/HEATERS OPERATING ENGINEERS LOCAL 4 | 12/01/2016 | \$31.17 | \$10.00 | \$15.25 | \$0.00 | \$56.42 |
| | 06/01/2017 | \$31.86 | \$10.00 | \$15.25 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.55 | \$10.00 | \$15.25 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS) GLAZIERS LOCAL 35 (ZONE 2) | 07/01/2016 | \$39.96 | \$7.85 | \$16.10 | \$0.00 | \$63.91 |
| | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Apprentice - GLAZIER - Local 35 Zone 2

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$19.98 | \$7.85 | \$0.00 | \$0.00 | \$27.83 |
| 2 | 55 | \$21.98 | \$7.85 | \$3.66 | \$0.00 | \$33.49 |
| 3 | 60 | \$23.98 | \$7.85 | \$3.99 | \$0.00 | \$35.82 |
| 4 | 65 | \$25.97 | \$7.85 | \$4.32 | \$0.00 | \$38.14 |
| 5 | 70 | \$27.97 | \$7.85 | \$14.11 | \$0.00 | \$49.93 |
| 6 | 75 | \$29.97 | \$7.85 | \$14.44 | \$0.00 | \$52.26 |
| 7 | 80 | \$31.97 | \$7.85 | \$14.77 | \$0.00 | \$54.59 |
| 8 | 90 | \$35.96 | \$7.85 | \$15.44 | \$0.00 | \$59.25 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$20.46 | \$7.85 | \$0.00 | \$0.00 | \$28.31 |
| 2 | 55 | \$22.50 | \$7.85 | \$3.66 | \$0.00 | \$34.01 |
| 3 | 60 | \$24.55 | \$7.85 | \$3.99 | \$0.00 | \$36.39 |
| 4 | 65 | \$26.59 | \$7.85 | \$4.32 | \$0.00 | \$38.76 |
| 5 | 70 | \$28.64 | \$7.85 | \$14.11 | \$0.00 | \$50.60 |
| 6 | 75 | \$30.68 | \$7.85 | \$14.44 | \$0.00 | \$52.97 |
| 7 | 80 | \$32.73 | \$7.85 | \$14.77 | \$0.00 | \$55.35 |
| 8 | 90 | \$36.82 | \$7.85 | \$15.44 | \$0.00 | \$60.11 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

HOISTING ENGINEER/CRANES/GRADALLS

OPERATING ENGINEERS LOCAL 4

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 12/01/2016 | \$45.38 | \$10.00 | \$15.25 | \$0.00 | \$70.63 |
| 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 12/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 55 | \$24.96 | \$10.00 | \$0.00 | \$0.00 | \$34.96 |
| 2 | 60 | \$27.23 | \$10.00 | \$15.25 | \$0.00 | \$52.48 |
| 3 | 65 | \$29.50 | \$10.00 | \$15.25 | \$0.00 | \$54.75 |
| 4 | 70 | \$31.77 | \$10.00 | \$15.25 | \$0.00 | \$57.02 |
| 5 | 75 | \$34.04 | \$10.00 | \$15.25 | \$0.00 | \$59.29 |
| 6 | 80 | \$36.30 | \$10.00 | \$15.25 | \$0.00 | \$61.55 |
| 7 | 85 | \$38.57 | \$10.00 | \$15.25 | \$0.00 | \$63.82 |
| 8 | 90 | \$40.84 | \$10.00 | \$15.25 | \$0.00 | \$66.09 |

Effective Date - 06/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 55 | \$25.51 | \$10.00 | \$0.00 | \$0.00 | \$35.51 |
| 2 | 60 | \$27.83 | \$10.00 | \$15.25 | \$0.00 | \$53.08 |
| 3 | 65 | \$30.15 | \$10.00 | \$15.25 | \$0.00 | \$55.40 |
| 4 | 70 | \$32.47 | \$10.00 | \$15.25 | \$0.00 | \$57.72 |
| 5 | 75 | \$34.79 | \$10.00 | \$15.25 | \$0.00 | \$60.04 |
| 6 | 80 | \$37.10 | \$10.00 | \$15.25 | \$0.00 | \$62.35 |
| 7 | 85 | \$39.42 | \$10.00 | \$15.25 | \$0.00 | \$64.67 |
| 8 | 90 | \$41.74 | \$10.00 | \$15.25 | \$0.00 | \$66.99 |

Notes:

Apprentice to Journeyworker Ratio:1:6

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| HVAC (DUCTWORK) | 07/01/2016 | \$32.28 | \$10.54 | \$14.90 | \$1.70 | \$59.42 |
| SHEETMETAL WORKERS LOCAL 63 | 01/01/2017 | \$33.03 | \$10.54 | \$14.90 | \$1.70 | \$60.17 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| HVAC (ELECTRICAL CONTROLS) | 12/01/2015 | \$39.37 | \$8.41 | \$13.68 | \$0.00 | \$61.46 |
| ELECTRICIANS LOCAL 96 | | | | | | |

For apprentice rates see "Apprentice- ELECTRICIAN"

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| HVAC (TESTING AND BALANCING - AIR) | 07/01/2016 | \$32.28 | \$10.54 | \$14.90 | \$1.70 | \$59.42 |
| SHEETMETAL WORKERS LOCAL 63 | 01/01/2017 | \$33.03 | \$10.54 | \$14.90 | \$1.70 | \$60.17 |

For apprentice rates see "Apprentice- SHEET METAL WORKER"

| | | | | | | |
|--------------------------------------|------------|---------|--------|---------|--------|---------|
| HVAC (TESTING AND BALANCING - WATER) | 09/01/2016 | \$42.76 | \$9.35 | \$14.46 | \$0.00 | \$66.57 |
| PLUMBERS LOCAL 4 | 03/01/2017 | \$43.41 | \$9.35 | \$14.46 | \$0.00 | \$67.22 |
| | 09/01/2017 | \$44.01 | \$9.35 | \$14.46 | \$0.00 | \$67.82 |
| | 03/01/2018 | \$44.66 | \$9.35 | \$14.46 | \$0.00 | \$68.47 |

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| | | | | | | |
|------------------|------------|---------|--------|---------|--------|---------|
| HVAC MECHANIC | 09/01/2016 | \$42.76 | \$9.35 | \$14.46 | \$0.00 | \$66.57 |
| PLUMBERS LOCAL 4 | 03/01/2017 | \$43.41 | \$9.35 | \$14.46 | \$0.00 | \$67.22 |
| | 09/01/2017 | \$44.01 | \$9.35 | \$14.46 | \$0.00 | \$67.82 |
| | 03/01/2018 | \$44.66 | \$9.35 | \$14.46 | \$0.00 | \$68.47 |

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i> | 12/01/2016 | \$33.15 | \$7.45 | \$12.65 | \$0.00 | \$53.25 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (WORCESTER)</i> | 09/01/2016 | \$40.58 | \$11.75 | \$14.20 | \$0.00 | \$66.53 |
| | 09/01/2017 | \$42.38 | \$11.75 | \$14.20 | \$0.00 | \$68.33 |
| | 09/01/2018 | \$44.40 | \$11.75 | \$14.20 | \$0.00 | \$70.35 |
| | 09/01/2019 | \$46.65 | \$11.75 | \$14.20 | \$0.00 | \$72.60 |

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Worcester

Effective Date - 09/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$20.29 | \$11.75 | \$10.45 | \$0.00 | \$42.49 |
| 2 | 60 | \$24.35 | \$11.75 | \$11.20 | \$0.00 | \$47.30 |
| 3 | 70 | \$28.41 | \$11.75 | \$11.95 | \$0.00 | \$52.11 |
| 4 | 80 | \$32.46 | \$11.75 | \$12.70 | \$0.00 | \$56.91 |

Effective Date - 09/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$21.19 | \$11.75 | \$10.45 | \$0.00 | \$43.39 |
| 2 | 60 | \$25.43 | \$11.75 | \$11.20 | \$0.00 | \$48.38 |
| 3 | 70 | \$29.67 | \$11.75 | \$11.95 | \$0.00 | \$53.37 |
| 4 | 80 | \$33.90 | \$11.75 | \$12.70 | \$0.00 | \$58.35 |

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| IRONWORKER/WELDER <i>IRONWORKERS LOCAL 7 (WORCESTER AREA)</i> | 09/16/2016 | \$43.75 | \$7.80 | \$20.85 | \$0.00 | \$72.40 |
| | 03/16/2017 | \$44.35 | \$7.80 | \$20.85 | \$0.00 | \$73.00 |

Apprentice - IRONWORKER - Local 7 Worcester**Effective Date - 09/16/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$26.25 | \$7.80 | \$20.85 | \$0.00 | \$54.90 |
| 2 | 70 | \$30.63 | \$7.80 | \$20.85 | \$0.00 | \$59.28 |
| 3 | 75 | \$32.81 | \$7.80 | \$20.85 | \$0.00 | \$61.46 |
| 4 | 80 | \$35.00 | \$7.80 | \$20.85 | \$0.00 | \$63.65 |
| 5 | 85 | \$37.19 | \$7.80 | \$20.85 | \$0.00 | \$65.84 |
| 6 | 90 | \$39.38 | \$7.80 | \$20.85 | \$0.00 | \$68.03 |

Effective Date - 03/16/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$26.61 | \$7.80 | \$20.85 | \$0.00 | \$55.26 |
| 2 | 70 | \$31.05 | \$7.80 | \$20.85 | \$0.00 | \$59.70 |
| 3 | 75 | \$33.26 | \$7.80 | \$20.85 | \$0.00 | \$61.91 |
| 4 | 80 | \$35.48 | \$7.80 | \$20.85 | \$0.00 | \$64.13 |
| 5 | 85 | \$37.70 | \$7.80 | \$20.85 | \$0.00 | \$66.35 |
| 6 | 90 | \$39.92 | \$7.80 | \$20.85 | \$0.00 | \$68.57 |

Notes:

Structural 1:6; Ornamental 1:4

Apprentice to Journeyworker Ratio:

| | | | | | | |
|--------------------------------------|------------|---------|--------|---------|--------|---------|
| JACKHAMMER & PAVING BREAKER OPERATOR | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
|--------------------------------------|------------|---------|--------|---------|--------|---------|

LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---------|------------|---------|--------|---------|--------|---------|
| LABORER | 12/01/2016 | \$32.40 | \$7.45 | \$12.65 | \$0.00 | \$52.50 |
|---------|------------|---------|--------|---------|--------|---------|

LABORERS - ZONE 2

Apprentice - LABORER - Zone 2**Effective Date - 12/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$19.44 | \$7.45 | \$12.65 | \$0.00 | \$39.54 |
| 2 | 70 | \$22.68 | \$7.45 | \$12.65 | \$0.00 | \$42.78 |
| 3 | 80 | \$25.92 | \$7.45 | \$12.65 | \$0.00 | \$46.02 |
| 4 | 90 | \$29.16 | \$7.45 | \$12.65 | \$0.00 | \$49.26 |

Notes:**Apprentice to Journeyworker Ratio:1:5**

| | | | | | | |
|---------------------------|------------|---------|--------|---------|--------|---------|
| LABORER: CARPENTER TENDER | 12/01/2016 | \$32.40 | \$7.45 | \$12.65 | \$0.00 | \$52.50 |
|---------------------------|------------|---------|--------|---------|--------|---------|

LABORERS - ZONE 2

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---------------------------------|------------|---------|--------|---------|--------|---------|
| LABORER: CEMENT FINISHER TENDER | 12/01/2016 | \$32.40 | \$7.45 | \$12.65 | \$0.00 | \$52.50 |
|---------------------------------|------------|---------|--------|---------|--------|---------|

LABORERS - ZONE 2

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|---------------------------|------------|
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2 | 12/01/2015 | \$31.35 | \$7.45 | \$12.60 | \$0.00 | \$51.40 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MASON TENDER LABORERS - ZONE 2 | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2 | 12/01/2016 | \$32.40 | \$7.45 | \$12.65 | \$0.00 | \$52.50 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LABORER: TREE REMOVER LABORERS - ZONE 2 | 12/01/2016 | \$32.40 | \$7.45 | \$12.65 | \$0.00 | \$52.50 |
| This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER" | | | | | | |
| LASER BEAM OPERATOR LABORERS - ZONE 2 | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| MARBLE & TILE FINISHERS | 08/01/2016 | \$38.78 | \$10.18 | \$17.78 | \$0.00 | \$66.74 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2017 | \$39.24 | \$10.18 | \$17.78 | \$0.00 | \$67.20 |

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 08/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.39 | \$10.18 | \$17.78 | \$0.00 | \$47.35 |
| 2 | 60 | \$23.27 | \$10.18 | \$17.78 | \$0.00 | \$51.23 |
| 3 | 70 | \$27.15 | \$10.18 | \$17.78 | \$0.00 | \$55.11 |
| 4 | 80 | \$31.02 | \$10.18 | \$17.78 | \$0.00 | \$58.98 |
| 5 | 90 | \$34.90 | \$10.18 | \$17.78 | \$0.00 | \$62.86 |

Effective Date - 02/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|---------------------------|------------|
| 1 | 50 | \$19.62 | \$10.18 | \$17.78 | \$0.00 | \$47.58 |
| 2 | 60 | \$23.54 | \$10.18 | \$17.78 | \$0.00 | \$51.50 |
| 3 | 70 | \$27.47 | \$10.18 | \$17.78 | \$0.00 | \$55.43 |
| 4 | 80 | \$31.39 | \$10.18 | \$17.78 | \$0.00 | \$59.35 |
| 5 | 90 | \$35.32 | \$10.18 | \$17.78 | \$0.00 | \$63.28 |

Notes:

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| MARBLE MASONS, TILELAYERS & TERRAZZO MECH | 08/01/2016 | \$50.80 | \$10.18 | \$19.22 | \$0.00 | \$80.20 |
| BRICKLAYERS LOCAL 3 - MARBLE & TILE | 02/01/2017 | \$51.37 | \$10.18 | \$19.22 | \$0.00 | \$80.77 |

Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile**Effective Date - 08/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$25.40 | \$10.18 | \$19.22 | \$0.00 | \$54.80 |
| 2 | 60 | \$30.48 | \$10.18 | \$19.22 | \$0.00 | \$59.88 |
| 3 | 70 | \$35.56 | \$10.18 | \$19.22 | \$0.00 | \$64.96 |
| 4 | 80 | \$40.64 | \$10.18 | \$19.22 | \$0.00 | \$70.04 |
| 5 | 90 | \$45.72 | \$10.18 | \$19.22 | \$0.00 | \$75.12 |

Effective Date - 02/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$25.69 | \$10.18 | \$19.22 | \$0.00 | \$55.09 |
| 2 | 60 | \$30.82 | \$10.18 | \$19.22 | \$0.00 | \$60.22 |
| 3 | 70 | \$35.96 | \$10.18 | \$19.22 | \$0.00 | \$65.36 |
| 4 | 80 | \$41.10 | \$10.18 | \$19.22 | \$0.00 | \$70.50 |
| 5 | 90 | \$46.23 | \$10.18 | \$19.22 | \$0.00 | \$75.63 |

Notes:**Apprentice to Journeyworker Ratio:1:5****MECH. SWEEPER OPERATOR (ON CONST. SITES)***OPERATING ENGINEERS LOCAL 4*

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MECHANICS MAINTENANCE*OPERATING ENGINEERS LOCAL 4*

| | | | | | |
|------------|---------|---------|---------|--------|---------|
| 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

MILLWRIGHT (Zone 3)*MILLWRIGHTS LOCAL 1121 - Zone 3*

| | | | | | |
|------------|---------|--------|---------|--------|---------|
| 04/01/2015 | \$33.13 | \$9.80 | \$16.21 | \$0.00 | \$59.14 |
|------------|---------|--------|---------|--------|---------|

Apprentice - MILLWRIGHT - Local 1121 Zone 3**Effective Date - 04/01/2015**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 55 | \$18.22 | \$9.80 | \$4.48 | \$0.00 | \$32.50 |
| 2 | 65 | \$21.53 | \$9.80 | \$13.36 | \$0.00 | \$44.69 |
| 3 | 75 | \$24.85 | \$9.80 | \$14.18 | \$0.00 | \$48.83 |
| 4 | 85 | \$28.16 | \$9.80 | \$14.99 | \$0.00 | \$52.95 |

Notes:

Steps are 2,000 hours

Apprentice to Journeyworker Ratio:1:5

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| MORTAR MIXER <i>LABORERS - ZONE 2</i> | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |
| OILER (OTHER THAN TRUCK CRANES,GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2016 | \$22.96 | \$10.00 | \$15.25 | \$0.00 | \$48.21 |
| | 06/01/2017 | \$23.47 | \$10.00 | \$15.25 | \$0.00 | \$48.72 |
| | 12/01/2017 | \$23.99 | \$10.00 | \$15.25 | \$0.00 | \$49.24 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OILER (TRUCK CRANES, GRADALLS) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2016 | \$26.94 | \$10.00 | \$15.25 | \$0.00 | \$52.19 |
| | 06/01/2017 | \$27.54 | \$10.00 | \$15.25 | \$0.00 | \$52.79 |
| | 12/01/2017 | \$28.15 | \$10.00 | \$15.25 | \$0.00 | \$53.40 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| OTHER POWER DRIVEN EQUIPMENT - CLASS II <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PAINTER (BRIDGES/TANKS) <i>PAINTERS LOCAL 35 - ZONE 2</i> | 07/01/2016 | \$50.46 | \$7.85 | \$16.10 | \$0.00 | \$74.41 |
| | 01/01/2017 | \$51.41 | \$7.85 | \$16.10 | \$0.00 | \$75.36 |

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.23 | \$7.85 | \$0.00 | \$0.00 | \$33.08 |
| 2 | 55 | \$27.75 | \$7.85 | \$3.66 | \$0.00 | \$39.26 |
| 3 | 60 | \$30.28 | \$7.85 | \$3.99 | \$0.00 | \$42.12 |
| 4 | 65 | \$32.80 | \$7.85 | \$4.32 | \$0.00 | \$44.97 |
| 5 | 70 | \$35.32 | \$7.85 | \$14.11 | \$0.00 | \$57.28 |
| 6 | 75 | \$37.85 | \$7.85 | \$14.44 | \$0.00 | \$60.14 |
| 7 | 80 | \$40.37 | \$7.85 | \$14.77 | \$0.00 | \$62.99 |
| 8 | 90 | \$45.41 | \$7.85 | \$15.44 | \$0.00 | \$68.70 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$25.71 | \$7.85 | \$0.00 | \$0.00 | \$33.56 |
| 2 | 55 | \$28.28 | \$7.85 | \$3.66 | \$0.00 | \$39.79 |
| 3 | 60 | \$30.85 | \$7.85 | \$3.99 | \$0.00 | \$42.69 |
| 4 | 65 | \$33.42 | \$7.85 | \$4.32 | \$0.00 | \$45.59 |
| 5 | 70 | \$35.99 | \$7.85 | \$14.11 | \$0.00 | \$57.95 |
| 6 | 75 | \$38.56 | \$7.85 | \$14.44 | \$0.00 | \$60.85 |
| 7 | 80 | \$41.13 | \$7.85 | \$14.77 | \$0.00 | \$63.75 |
| 8 | 90 | \$46.27 | \$7.85 | \$15.44 | \$0.00 | \$69.56 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|------------------------------|------------|
| PAINTER (SPRAY OR SANDBLAST, NEW) * | 07/01/2016 | \$41.36 | \$7.85 | \$16.10 | \$0.00 | \$65.31 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2017 | \$42.31 | \$7.85 | \$16.10 | \$0.00 | \$66.26 |

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$20.68 | \$7.85 | \$0.00 | \$0.00 | \$28.53 |
| 2 | 55 | \$22.75 | \$7.85 | \$3.66 | \$0.00 | \$34.26 |
| 3 | 60 | \$24.82 | \$7.85 | \$3.99 | \$0.00 | \$36.66 |
| 4 | 65 | \$26.88 | \$7.85 | \$4.32 | \$0.00 | \$39.05 |
| 5 | 70 | \$28.95 | \$7.85 | \$14.11 | \$0.00 | \$50.91 |
| 6 | 75 | \$31.02 | \$7.85 | \$14.44 | \$0.00 | \$53.31 |
| 7 | 80 | \$33.09 | \$7.85 | \$14.77 | \$0.00 | \$55.71 |
| 8 | 90 | \$37.22 | \$7.85 | \$15.44 | \$0.00 | \$60.51 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$21.16 | \$7.85 | \$0.00 | \$0.00 | \$29.01 |
| 2 | 55 | \$23.27 | \$7.85 | \$3.66 | \$0.00 | \$34.78 |
| 3 | 60 | \$25.39 | \$7.85 | \$3.99 | \$0.00 | \$37.23 |
| 4 | 65 | \$27.50 | \$7.85 | \$4.32 | \$0.00 | \$39.67 |
| 5 | 70 | \$29.62 | \$7.85 | \$14.11 | \$0.00 | \$51.58 |
| 6 | 75 | \$31.73 | \$7.85 | \$14.44 | \$0.00 | \$54.02 |
| 7 | 80 | \$33.85 | \$7.85 | \$14.77 | \$0.00 | \$56.47 |
| 8 | 90 | \$38.08 | \$7.85 | \$15.44 | \$0.00 | \$61.37 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---------------------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (SPRAY OR SANDBLAST, REPAINT) | 07/01/2016 | \$39.42 | \$7.85 | \$16.10 | \$0.00 | \$63.37 |
| <i>PAINTERS LOCAL 35 - ZONE 2</i> | 01/01/2017 | \$40.37 | \$7.85 | \$16.10 | \$0.00 | \$64.32 |

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**Effective Date - 07/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$19.71 | \$7.85 | \$0.00 | \$0.00 | \$27.56 |
| 2 | 55 | \$21.68 | \$7.85 | \$3.66 | \$0.00 | \$33.19 |
| 3 | 60 | \$23.65 | \$7.85 | \$3.99 | \$0.00 | \$35.49 |
| 4 | 65 | \$25.62 | \$7.85 | \$4.32 | \$0.00 | \$37.79 |
| 5 | 70 | \$27.59 | \$7.85 | \$14.11 | \$0.00 | \$49.55 |
| 6 | 75 | \$29.57 | \$7.85 | \$14.44 | \$0.00 | \$51.86 |
| 7 | 80 | \$31.54 | \$7.85 | \$14.77 | \$0.00 | \$54.16 |
| 8 | 90 | \$35.48 | \$7.85 | \$15.44 | \$0.00 | \$58.77 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$20.19 | \$7.85 | \$0.00 | \$0.00 | \$28.04 |
| 2 | 55 | \$22.20 | \$7.85 | \$3.66 | \$0.00 | \$33.71 |
| 3 | 60 | \$24.22 | \$7.85 | \$3.99 | \$0.00 | \$36.06 |
| 4 | 65 | \$26.24 | \$7.85 | \$4.32 | \$0.00 | \$38.41 |
| 5 | 70 | \$28.26 | \$7.85 | \$14.11 | \$0.00 | \$50.22 |
| 6 | 75 | \$30.28 | \$7.85 | \$14.44 | \$0.00 | \$52.57 |
| 7 | 80 | \$32.30 | \$7.85 | \$14.77 | \$0.00 | \$54.92 |
| 8 | 90 | \$36.33 | \$7.85 | \$15.44 | \$0.00 | \$59.62 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| PAINTER (TRAFFIC MARKINGS) | 12/01/2016 | \$32.40 | \$7.45 | \$12.65 | \$0.00 | \$52.50 |
| LABORERS - ZONE 2 | | | | | | |

For Apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|--------|---------|--------|---------|
| PAINTER / TAPER (BRUSH, NEW) * | 07/01/2016 | \$39.96 | \$7.85 | \$16.10 | \$0.00 | \$63.91 |
| * If 30% or more of surfaces to be painted are new construction, NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2 | 01/01/2017 | \$40.91 | \$7.85 | \$16.10 | \$0.00 | \$64.86 |

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$19.98 | \$7.85 | \$0.00 | \$0.00 | \$27.83 |
| 2 | 55 | \$21.98 | \$7.85 | \$3.66 | \$0.00 | \$33.49 |
| 3 | 60 | \$23.98 | \$7.85 | \$3.99 | \$0.00 | \$35.82 |
| 4 | 65 | \$25.97 | \$7.85 | \$4.32 | \$0.00 | \$38.14 |
| 5 | 70 | \$27.97 | \$7.85 | \$14.11 | \$0.00 | \$49.93 |
| 6 | 75 | \$29.97 | \$7.85 | \$14.44 | \$0.00 | \$52.26 |
| 7 | 80 | \$31.97 | \$7.85 | \$14.77 | \$0.00 | \$54.59 |
| 8 | 90 | \$35.96 | \$7.85 | \$15.44 | \$0.00 | \$59.25 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$20.46 | \$7.85 | \$0.00 | \$0.00 | \$28.31 |
| 2 | 55 | \$22.50 | \$7.85 | \$3.66 | \$0.00 | \$34.01 |
| 3 | 60 | \$24.55 | \$7.85 | \$3.99 | \$0.00 | \$36.39 |
| 4 | 65 | \$26.59 | \$7.85 | \$4.32 | \$0.00 | \$38.76 |
| 5 | 70 | \$28.64 | \$7.85 | \$14.11 | \$0.00 | \$50.60 |
| 6 | 75 | \$30.68 | \$7.85 | \$14.44 | \$0.00 | \$52.97 |
| 7 | 80 | \$32.73 | \$7.85 | \$14.77 | \$0.00 | \$55.35 |
| 8 | 90 | \$36.82 | \$7.85 | \$15.44 | \$0.00 | \$60.11 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

07/01/2016

\$38.02

\$7.85

\$16.10

\$0.00

\$61.97

PAINTERS LOCAL 35 - ZONE 2

01/01/2017

\$38.97

\$7.85

\$16.10

\$0.00

\$62.92

Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT**Effective Date - 07/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$19.01 | \$7.85 | \$0.00 | \$0.00 | \$26.86 |
| 2 | 55 | \$20.91 | \$7.85 | \$3.66 | \$0.00 | \$32.42 |
| 3 | 60 | \$22.81 | \$7.85 | \$3.99 | \$0.00 | \$34.65 |
| 4 | 65 | \$24.71 | \$7.85 | \$4.32 | \$0.00 | \$36.88 |
| 5 | 70 | \$26.61 | \$7.85 | \$14.11 | \$0.00 | \$48.57 |
| 6 | 75 | \$28.52 | \$7.85 | \$14.44 | \$0.00 | \$50.81 |
| 7 | 80 | \$30.42 | \$7.85 | \$14.77 | \$0.00 | \$53.04 |
| 8 | 90 | \$34.22 | \$7.85 | \$15.44 | \$0.00 | \$57.51 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$19.49 | \$7.85 | \$0.00 | \$0.00 | \$27.34 |
| 2 | 55 | \$21.43 | \$7.85 | \$3.66 | \$0.00 | \$32.94 |
| 3 | 60 | \$23.38 | \$7.85 | \$3.99 | \$0.00 | \$35.22 |
| 4 | 65 | \$25.33 | \$7.85 | \$4.32 | \$0.00 | \$37.50 |
| 5 | 70 | \$27.28 | \$7.85 | \$14.11 | \$0.00 | \$49.24 |
| 6 | 75 | \$29.23 | \$7.85 | \$14.44 | \$0.00 | \$51.52 |
| 7 | 80 | \$31.18 | \$7.85 | \$14.77 | \$0.00 | \$53.80 |
| 8 | 90 | \$35.07 | \$7.85 | \$15.44 | \$0.00 | \$58.36 |

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER

TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

12/01/2012

\$30.28

\$9.07

\$8.00

\$0.00

\$47.35

PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND
DECK)

09/01/2013

\$37.01

\$9.80

\$18.17

\$0.00

\$64.98

PILE DRIVER LOCAL 56 (ZONE 2)

For apprentice rates see "Apprentice- PILE DRIVER"

PILE DRIVER

PILE DRIVER LOCAL 56 (ZONE 2)

09/01/2013

\$37.01

\$9.80

\$18.17

\$0.00

\$64.98

Apprentice - PILE DRIVER - Local 56 Zone 2**Effective Date - 09/01/2013**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 0 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |

Notes: Apprentice wages shall be no less than the following Steps;

(Same as set in Zone 1)

1\$50.05/2\$54.25/3\$58.46/4\$60.56/5\$62.66/6\$62.66/7\$66.87/8\$66.87

Apprentice to Journeyworker Ratio:1:3

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|------------------------------|------------|
| PIPELAYER <i>LABORERS - ZONE 2</i> | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
| For apprentice rates see "Apprentice- LABORER" | | | | | | |

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PLUMBER & PIPEFITTER <i>PLUMBERS LOCAL 4</i> | 09/01/2016 | \$42.76 | \$9.35 | \$14.46 | \$0.00 | \$66.57 |
| | 03/01/2017 | \$43.41 | \$9.35 | \$14.46 | \$0.00 | \$67.22 |
| | 09/01/2017 | \$44.01 | \$9.35 | \$14.46 | \$0.00 | \$67.82 |
| | 03/01/2018 | \$44.66 | \$9.35 | \$14.46 | \$0.00 | \$68.47 |

Apprentice - PLUMBER/PIPEFITTER - Local 4

Effective Date - 09/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 40 | \$17.10 | \$9.35 | \$0.00 | \$0.00 | \$26.45 |
| 2 | 50 | \$21.38 | \$9.35 | \$0.00 | \$0.00 | \$30.73 |
| 3 | 60 | \$25.66 | \$9.35 | \$0.00 | \$0.00 | \$35.01 |
| 4 | 70 | \$29.93 | \$9.35 | \$4.75 | \$0.00 | \$44.03 |
| 5 | 80 | \$34.21 | \$9.35 | \$4.75 | \$0.00 | \$48.31 |

Effective Date - 03/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 40 | \$17.36 | \$9.35 | \$0.00 | \$0.00 | \$26.71 |
| 2 | 50 | \$21.71 | \$9.35 | \$0.00 | \$0.00 | \$31.06 |
| 3 | 60 | \$26.05 | \$9.35 | \$0.00 | \$0.00 | \$35.40 |
| 4 | 70 | \$30.39 | \$9.35 | \$4.75 | \$0.00 | \$44.49 |
| 5 | 80 | \$34.73 | \$9.35 | \$4.75 | \$0.00 | \$48.83 |

Notes:

Steps - 2000 hrs; Step 4 w/license-75; Step 5 w/license-85

Step 4 with lic\$46.17 Step 5 with lic\$50.45

Apprentice to Journeyworker Ratio:1:3

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC CONTROLS (TEMP.) <i>PLUMBERS LOCAL 4</i> | 09/01/2016 | \$42.76 | \$9.35 | \$14.46 | \$0.00 | \$66.57 |
| | 03/01/2017 | \$43.41 | \$9.35 | \$14.46 | \$0.00 | \$67.22 |
| | 09/01/2017 | \$44.01 | \$9.35 | \$14.46 | \$0.00 | \$67.82 |
| | 03/01/2018 | \$44.66 | \$9.35 | \$14.46 | \$0.00 | \$68.47 |

For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| PNEUMATIC DRILL/TOOL OPERATOR <i>LABORERS - ZONE 2</i> | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| POWDERMAN & BLASTER <i>LABORERS - ZONE 2</i> | 12/01/2016 | \$33.40 | \$7.45 | \$12.65 | \$0.00 | \$53.50 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2016 | \$45.38 | \$10.00 | \$15.25 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2016 | \$45.38 | \$10.00 | \$15.25 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|---------|---------|------------------------------|------------|
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2016 | \$31.17 | \$10.00 | \$15.25 | \$0.00 | \$56.42 |
| | 06/01/2017 | \$31.86 | \$10.00 | \$15.25 | \$0.00 | \$57.11 |
| | 12/01/2017 | \$32.55 | \$10.00 | \$15.25 | \$0.00 | \$57.80 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 170</i> | 12/01/2016 | \$24.75 | \$9.67 | \$7.89 | \$0.00 | \$42.31 |
| | 01/01/2017 | \$24.75 | \$9.96 | \$7.89 | \$0.00 | \$42.60 |
| | 02/02/2017 | \$24.81 | \$9.96 | \$7.98 | \$0.00 | \$42.75 |
| | 03/01/2017 | \$24.84 | \$9.96 | \$8.07 | \$0.00 | \$42.87 |
| | 04/01/2017 | \$24.88 | \$9.96 | \$8.17 | \$0.00 | \$43.01 |
| | 05/01/2017 | \$24.92 | \$9.96 | \$8.26 | \$0.00 | \$43.14 |
| | 12/01/2017 | \$24.95 | \$9.96 | \$8.26 | \$0.00 | \$43.17 |
| | 01/01/2018 | \$24.95 | \$10.24 | \$8.26 | \$0.00 | \$43.45 |
| | 02/02/2018 | \$25.01 | \$10.24 | \$8.36 | \$0.00 | \$43.61 |
| | 03/01/2018 | \$25.04 | \$10.24 | \$8.46 | \$0.00 | \$43.74 |
| | 05/01/2018 | \$25.09 | \$10.24 | \$8.56 | \$0.00 | \$43.89 |
| | 12/01/2018 | \$25.12 | \$10.24 | \$8.56 | \$0.00 | \$43.92 |
| | 01/01/2019 | \$25.12 | \$10.41 | \$8.56 | \$0.00 | \$44.09 |
| | 12/01/2019 | \$25.15 | \$10.41 | \$8.56 | \$0.00 | \$44.12 |
| | 01/01/2020 | \$25.15 | \$10.46 | \$8.56 | \$0.00 | \$44.17 |
| RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i> | 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
| For apprentice rates see "Apprentice- OPERATING ENGINEERS" | | | | | | |
| RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 2 (Residential Wood)</i> | 04/01/2015 | \$25.25 | \$9.80 | \$16.82 | \$0.00 | \$51.87 |
| RESIDENTIAL WOOD FRAME CARPENTER ** | 04/01/2015 | \$25.30 | \$7.00 | \$6.31 | \$0.00 | \$38.61 |

** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. *CARPENTERS -ZONE 2 (Residential Wood)*

As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - CARPENTER (Residential Wood Frame) - Zone 2

Effective Date - 04/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 60 | \$15.18 | \$7.00 | \$0.00 | \$0.00 | \$22.18 |
| 2 | 60 | \$15.18 | \$7.00 | \$0.00 | \$0.00 | \$22.18 |
| 3 | 65 | \$16.45 | \$7.00 | \$6.31 | \$0.00 | \$29.76 |
| 4 | 70 | \$17.71 | \$7.00 | \$6.31 | \$0.00 | \$31.02 |
| 5 | 75 | \$18.98 | \$7.00 | \$6.31 | \$0.00 | \$32.29 |
| 6 | 80 | \$20.24 | \$7.00 | \$6.31 | \$0.00 | \$33.55 |
| 7 | 85 | \$21.51 | \$7.00 | \$6.31 | \$0.00 | \$34.82 |
| 8 | 90 | \$22.77 | \$7.00 | \$6.31 | \$0.00 | \$36.08 |

Notes:

Apprentice to Journeyworker Ratio:1:5

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| RIDE-ON MOTORIZED BUGGY OPERATOR LABORERS - ZONE 2 | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| ROLLER/SPREADER/MULCHING MACHINE OPERATING ENGINEERS LOCAL 4 | 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER (Inc.Roofing Waterproofing &Roofing Dampproofing) ROOFERS LOCAL 33 | 08/01/2016 | \$41.11 | \$11.00 | \$13.00 | \$0.00 | \$65.11 |
| | 02/01/2017 | \$42.26 | \$11.00 | \$13.00 | \$0.00 | \$66.26 |
| | 08/01/2017 | \$43.36 | \$11.00 | \$13.00 | \$0.00 | \$67.36 |
| | 02/01/2018 | \$44.51 | \$11.00 | \$13.00 | \$0.00 | \$68.51 |
| | 08/01/2018 | \$45.61 | \$11.00 | \$13.00 | \$0.00 | \$69.61 |
| | 02/01/2019 | \$46.76 | \$11.00 | \$13.00 | \$0.00 | \$70.76 |

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ROOFER - Local 33

Effective Date - 08/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$20.56 | \$11.00 | \$3.44 | \$0.00 | \$35.00 |
| 2 | 60 | \$24.67 | \$11.00 | \$13.00 | \$0.00 | \$48.67 |
| 3 | 65 | \$26.72 | \$11.00 | \$13.00 | \$0.00 | \$50.72 |
| 4 | 75 | \$30.83 | \$11.00 | \$13.00 | \$0.00 | \$54.83 |
| 5 | 85 | \$34.94 | \$11.00 | \$13.00 | \$0.00 | \$58.94 |

Effective Date - 02/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$21.13 | \$11.00 | \$3.44 | \$0.00 | \$35.57 |
| 2 | 60 | \$25.36 | \$11.00 | \$13.00 | \$0.00 | \$49.36 |
| 3 | 65 | \$27.47 | \$11.00 | \$13.00 | \$0.00 | \$51.47 |
| 4 | 75 | \$31.70 | \$11.00 | \$13.00 | \$0.00 | \$55.70 |
| 5 | 85 | \$35.92 | \$11.00 | \$13.00 | \$0.00 | \$59.92 |

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| ROOFER SLATE / TILE / PRECAST CONCRETE | 08/01/2016 | \$41.36 | \$11.00 | \$13.00 | \$0.00 | \$65.36 |
| ROOFERS LOCAL 33 | 02/01/2017 | \$42.51 | \$11.00 | \$13.00 | \$0.00 | \$66.51 |
| | 08/01/2017 | \$43.61 | \$11.00 | \$13.00 | \$0.00 | \$67.61 |
| | 02/01/2018 | \$44.76 | \$11.00 | \$13.00 | \$0.00 | \$68.76 |
| | 08/01/2018 | \$45.86 | \$11.00 | \$13.00 | \$0.00 | \$69.86 |
| | 02/01/2019 | \$47.01 | \$11.00 | \$13.00 | \$0.00 | \$71.01 |

For apprentice rates see "Apprentice- ROOFER"

| | | | | | | |
|-----------------------------|------------|---------|---------|---------|--------|---------|
| SHEETMETAL WORKER | 07/01/2016 | \$32.28 | \$10.54 | \$14.90 | \$1.70 | \$59.42 |
| SHEETMETAL WORKERS LOCAL 63 | 01/01/2017 | \$33.03 | \$10.54 | \$14.90 | \$1.70 | \$60.17 |

Apprentice - SHEET METAL WORKER - Local 63

Effective Date - 07/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 45 | \$14.53 | \$6.21 | \$4.10 | \$0.00 | \$24.84 |
| 2 | 50 | \$16.14 | \$6.55 | \$4.55 | \$0.00 | \$27.24 |
| 3 | 55 | \$17.75 | \$6.89 | \$8.19 | \$0.98 | \$33.81 |
| 4 | 60 | \$19.37 | \$7.22 | \$8.19 | \$1.04 | \$35.82 |
| 5 | 65 | \$20.98 | \$7.55 | \$8.19 | \$1.10 | \$37.82 |
| 6 | 70 | \$22.60 | \$7.88 | \$8.19 | \$1.16 | \$39.83 |
| 7 | 75 | \$24.21 | \$8.22 | \$8.19 | \$1.22 | \$41.84 |
| 8 | 80 | \$25.82 | \$9.30 | \$13.99 | \$1.47 | \$50.58 |
| 9 | 85 | \$27.44 | \$9.64 | \$13.99 | \$1.53 | \$52.60 |
| 10 | 90 | \$29.05 | \$9.98 | \$13.99 | \$1.59 | \$54.61 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 45 | \$14.86 | \$6.21 | \$4.10 | \$0.00 | \$25.17 |
| 2 | 50 | \$16.52 | \$6.55 | \$4.55 | \$0.00 | \$27.62 |
| 3 | 55 | \$18.17 | \$6.89 | \$8.19 | \$1.00 | \$34.25 |
| 4 | 60 | \$19.82 | \$7.22 | \$8.19 | \$1.06 | \$36.29 |
| 5 | 65 | \$21.47 | \$7.55 | \$8.19 | \$1.12 | \$38.33 |
| 6 | 70 | \$23.12 | \$7.88 | \$8.19 | \$1.18 | \$40.37 |
| 7 | 75 | \$24.77 | \$8.22 | \$8.19 | \$1.24 | \$42.42 |
| 8 | 80 | \$26.42 | \$9.30 | \$13.99 | \$1.49 | \$51.20 |
| 9 | 85 | \$28.08 | \$9.64 | \$13.99 | \$1.55 | \$53.26 |
| 10 | 90 | \$29.73 | \$9.98 | \$13.99 | \$1.61 | \$55.31 |

Notes:

Apprentice to Journeyworker Ratio:1:3

SIGN ERECTOR

PAINTERS LOCAL 35 - ZONE 2

06/01/2013

\$25.81

\$7.07

\$7.05

\$0.00

\$39.93

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SIGN ERECTOR - Local 35 Zone 2

Effective Date - 06/01/2013

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 50 | \$12.91 | \$7.07 | \$0.00 | \$0.00 | \$19.98 |
| 2 | 55 | \$14.20 | \$7.07 | \$2.45 | \$0.00 | \$23.72 |
| 3 | 60 | \$15.49 | \$7.07 | \$2.45 | \$0.00 | \$25.01 |
| 4 | 65 | \$16.78 | \$7.07 | \$2.45 | \$0.00 | \$26.30 |
| 5 | 70 | \$18.07 | \$7.07 | \$7.05 | \$0.00 | \$32.19 |
| 6 | 75 | \$19.36 | \$7.07 | \$7.05 | \$0.00 | \$33.48 |
| 7 | 80 | \$20.65 | \$7.07 | \$7.05 | \$0.00 | \$34.77 |
| 8 | 85 | \$21.94 | \$7.07 | \$7.05 | \$0.00 | \$36.06 |
| 9 | 90 | \$23.23 | \$7.07 | \$7.05 | \$0.00 | \$37.35 |

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP < 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.44 | \$10.91 | \$10.89 | \$0.00 | \$54.24 |
|---|------------|---------|---------|---------|--------|---------|

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPECIALIZED EARTH MOVING EQUIP > 35 TONS TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.73 | \$10.91 | \$10.89 | \$0.00 | \$54.53 |
|---|------------|---------|---------|---------|--------|---------|

| | | | | | | |
|---|------------|---------|---------|---------|--------|---------|
| SPRINKLER FITTER SPRINKLER FITTERS LOCAL 669 | 04/01/2016 | \$39.01 | \$8.77 | \$12.13 | \$0.00 | \$59.91 |
| | 01/01/2017 | \$39.01 | \$9.17 | \$12.28 | \$0.00 | \$60.46 |
| | 04/01/2017 | \$40.26 | \$9.17 | \$12.43 | \$0.00 | \$61.86 |
| | 01/01/2018 | \$40.26 | \$9.67 | \$12.63 | \$0.00 | \$62.56 |
| | 04/01/2018 | \$41.51 | \$9.67 | \$12.88 | \$0.00 | \$64.06 |
| | 01/01/2019 | \$41.51 | \$10.02 | \$13.08 | \$0.00 | \$64.61 |

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - *SPRINKLER FITTER - Local 669*

Effective Date - 04/01/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 45 | \$17.55 | \$7.45 | \$0.00 | \$0.00 | \$25.00 |
| 2 | 50 | \$19.51 | \$7.45 | \$0.00 | \$0.00 | \$26.96 |
| 3 | 55 | \$21.46 | \$8.77 | \$6.30 | \$0.00 | \$36.53 |
| 4 | 60 | \$23.41 | \$8.77 | \$6.30 | \$0.00 | \$38.48 |
| 5 | 65 | \$25.36 | \$8.77 | \$6.55 | \$0.00 | \$40.68 |
| 6 | 70 | \$27.31 | \$8.77 | \$6.55 | \$0.00 | \$42.63 |
| 7 | 75 | \$29.26 | \$8.77 | \$6.55 | \$0.00 | \$44.58 |
| 8 | 80 | \$31.21 | \$8.77 | \$6.55 | \$0.00 | \$46.53 |
| 9 | 85 | \$33.16 | \$8.77 | \$6.55 | \$0.00 | \$48.48 |
| 10 | 90 | \$35.11 | \$8.77 | \$6.55 | \$0.00 | \$50.43 |

Effective Date - 01/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|------------------------------|------------|
| 1 | 45 | \$17.55 | \$7.60 | \$0.00 | \$0.00 | \$25.15 |
| 2 | 50 | \$19.51 | \$7.60 | \$0.00 | \$0.00 | \$27.11 |
| 3 | 55 | \$21.46 | \$9.17 | \$6.45 | \$0.00 | \$37.08 |
| 4 | 60 | \$23.41 | \$9.17 | \$6.45 | \$0.00 | \$39.03 |
| 5 | 65 | \$25.36 | \$9.17 | \$6.70 | \$0.00 | \$41.23 |
| 6 | 70 | \$27.31 | \$9.17 | \$6.70 | \$0.00 | \$43.18 |
| 7 | 75 | \$29.26 | \$9.17 | \$6.70 | \$0.00 | \$45.13 |
| 8 | 80 | \$31.21 | \$9.17 | \$6.70 | \$0.00 | \$47.08 |
| 9 | 85 | \$33.16 | \$9.17 | \$6.70 | \$0.00 | \$49.03 |
| 10 | 90 | \$35.11 | \$9.17 | \$6.70 | \$0.00 | \$50.98 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| STEAM BOILER OPERATOR | 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN | 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
| <i>OPERATING ENGINEERS LOCAL 4</i> | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| TERRAZZO FINISHERS | 08/01/2016 | \$49.70 | \$10.18 | \$19.22 | \$0.00 | \$79.10 |
| <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i> | 02/01/2017 | \$50.27 | \$10.18 | \$19.22 | \$0.00 | \$79.67 |

Classification

Effective Date

Base Wage

Health

Pension

Supplemental
Unemployment

Total Rate

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile**Effective Date - 08/01/2016**

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$24.85 | \$10.18 | \$19.22 | \$0.00 | \$54.25 |
| 2 | 60 | \$29.82 | \$10.18 | \$19.22 | \$0.00 | \$59.22 |
| 3 | 70 | \$34.79 | \$10.18 | \$19.22 | \$0.00 | \$64.19 |
| 4 | 80 | \$39.76 | \$10.18 | \$19.22 | \$0.00 | \$69.16 |
| 5 | 90 | \$44.73 | \$10.18 | \$19.22 | \$0.00 | \$74.13 |

Effective Date - 02/01/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|---------|---------|------------------------------|------------|
| 1 | 50 | \$25.14 | \$10.18 | \$19.22 | \$0.00 | \$54.54 |
| 2 | 60 | \$30.16 | \$10.18 | \$19.22 | \$0.00 | \$59.56 |
| 3 | 70 | \$35.19 | \$10.18 | \$19.22 | \$0.00 | \$64.59 |
| 4 | 80 | \$40.22 | \$10.18 | \$19.22 | \$0.00 | \$69.62 |
| 5 | 90 | \$45.24 | \$10.18 | \$19.22 | \$0.00 | \$74.64 |

Notes:**Apprentice to Journeyworker Ratio:1:3**

| | | | | | | |
|---------------------|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER | 12/01/2016 | \$38.20 | \$7.45 | \$14.00 | \$0.00 | \$59.65 |
|---------------------|------------|---------|--------|---------|--------|---------|

LABORERS - FOUNDATION AND MARINE

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|----------------------------|------------|---------|--------|---------|--------|---------|
| TEST BORING DRILLER HELPER | 12/01/2016 | \$36.92 | \$7.45 | \$14.00 | \$0.00 | \$58.37 |
|----------------------------|------------|---------|--------|---------|--------|---------|

LABORERS - FOUNDATION AND MARINE

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---------------------|------------|---------|--------|---------|--------|---------|
| TEST BORING LABORER | 12/01/2016 | \$36.80 | \$7.45 | \$14.00 | \$0.00 | \$58.25 |
|---------------------|------------|---------|--------|---------|--------|---------|

LABORERS - FOUNDATION AND MARINE

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------------------|------------|---------|---------|---------|--------|---------|
| TRACTORS/PORTABLE STEAM GENERATORS | 12/01/2016 | \$44.94 | \$10.00 | \$15.25 | \$0.00 | \$70.19 |
|------------------------------------|------------|---------|---------|---------|--------|---------|

OPERATING ENGINEERS LOCAL 4

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| | 06/01/2017 | \$45.93 | \$10.00 | \$15.25 | \$0.00 | \$71.18 |
|--|------------|---------|---------|---------|--------|---------|

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| | 12/01/2017 | \$46.92 | \$10.00 | \$15.25 | \$0.00 | \$72.17 |
|--|------------|---------|---------|---------|--------|---------|

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|-------------------------------------|------------|---------|---------|---------|--------|---------|
| TRAILERS FOR EARTH MOVING EQUIPMENT | 12/01/2016 | \$33.02 | \$10.91 | \$10.89 | \$0.00 | \$54.82 |
|-------------------------------------|------------|---------|---------|---------|--------|---------|

TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

| | | | | | | |
|------------------------------|------------|---------|--------|---------|--------|---------|
| TUNNEL WORK - COMPRESSED AIR | 12/01/2016 | \$49.08 | \$7.45 | \$14.40 | \$0.00 | \$70.93 |
|------------------------------|------------|---------|--------|---------|--------|---------|

LABORERS (COMPRESSED AIR)

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) | 12/01/2016 | \$51.08 | \$7.45 | \$14.40 | \$0.00 | \$72.93 |
|---|------------|---------|--------|---------|--------|---------|

LABORERS (COMPRESSED AIR)

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|------------------------|------------|---------|--------|---------|--------|---------|
| TUNNEL WORK - FREE AIR | 12/01/2016 | \$41.15 | \$7.45 | \$14.40 | \$0.00 | \$63.00 |
|------------------------|------------|---------|--------|---------|--------|---------|

LABORERS (FREE AIR TUNNEL)

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|-------------------------------------|------------|---------|--------|---------|--------|---------|
| TUNNEL WORK - FREE AIR (HAZ. WASTE) | 12/01/2016 | \$43.15 | \$7.45 | \$14.40 | \$0.00 | \$65.00 |
|-------------------------------------|------------|---------|--------|---------|--------|---------|

LABORERS (FREE AIR TUNNEL)

For apprentice rates see "Apprentice- LABORER"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|---------|---------|---------------------------|------------|
| VAC-HAUL TEAMSTERS JOINT COUNCIL NO. 10 ZONE B | 12/01/2016 | \$32.44 | \$10.91 | \$10.89 | \$0.00 | \$54.24 |
| VOICE-DATA-VIDEO TECHNICIAN ELECTRICIANS LOCAL 96 | 12/01/2015 | \$26.83 | \$8.41 | \$12.35 | \$0.00 | \$47.59 |

Apprentice - VOICE-DATA-VIDEO TECHNICIAN - Local 96

Effective Date - 12/01/2015

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 50 | \$13.42 | \$8.41 | \$3.78 | \$0.00 | \$25.61 |
| 2 | 55 | \$14.76 | \$8.41 | \$3.82 | \$0.00 | \$26.99 |
| 3 | 60 | \$16.10 | \$8.41 | \$12.03 | \$0.00 | \$36.54 |
| 4 | 65 | \$17.44 | \$8.41 | \$12.07 | \$0.00 | \$37.92 |
| 5 | 70 | \$18.78 | \$8.41 | \$12.11 | \$0.00 | \$39.30 |
| 6 | 75 | \$20.12 | \$8.41 | \$12.15 | \$0.00 | \$40.68 |
| 7 | 80 | \$21.46 | \$8.41 | \$12.19 | \$0.00 | \$42.06 |
| 8 | 85 | \$22.81 | \$8.41 | \$12.23 | \$0.00 | \$43.45 |

Notes:

Apprentice to Journeyworker Ratio:1:1

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| WAGON DRILL OPERATOR LABORERS - ZONE 2 | 12/01/2016 | \$32.65 | \$7.45 | \$12.65 | \$0.00 | \$52.75 |
|---|------------|---------|--------|---------|--------|---------|

For apprentice rates see "Apprentice- LABORER"

| | | | | | | |
|--|------------|---------|---------|---------|--------|---------|
| WASTE WATER PUMP OPERATOR OPERATING ENGINEERS LOCAL 4 | 12/01/2016 | \$45.38 | \$10.00 | \$15.25 | \$0.00 | \$70.63 |
| | 06/01/2017 | \$46.38 | \$10.00 | \$15.25 | \$0.00 | \$71.63 |
| | 12/01/2017 | \$47.38 | \$10.00 | \$15.25 | \$0.00 | \$72.63 |

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

| | | | | | | |
|---|------------|---------|--------|---------|--------|---------|
| WATER METER INSTALLER PLUMBERS LOCAL 4 | 09/01/2016 | \$42.76 | \$9.35 | \$14.46 | \$0.00 | \$66.57 |
| | 03/01/2017 | \$43.41 | \$9.35 | \$14.46 | \$0.00 | \$67.22 |
| | 09/01/2017 | \$44.01 | \$9.35 | \$14.46 | \$0.00 | \$67.82 |
| | 03/01/2018 | \$44.66 | \$9.35 | \$14.46 | \$0.00 | \$68.47 |

For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"

Outside Electrical - East

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| CABLE TECHNICIAN (Power Zone) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$26.61 | \$7.50 | \$1.80 | \$0.00 | \$35.91 |
| | 09/03/2017 | \$27.14 | \$7.75 | \$1.81 | \$0.00 | \$36.70 |

For apprentice rates see "Apprentice- LINEMAN"

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| CABLEMAN (Underground Ducts & Cables) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$37.70 | \$7.50 | \$8.87 | \$0.00 | \$54.07 |
| | 09/03/2017 | \$38.45 | \$7.75 | \$9.53 | \$0.00 | \$55.73 |

For apprentice rates see "Apprentice- LINEMAN"

| | | | | | | |
|---|------------|---------|--------|--------|--------|---------|
| DRIVER / GROUNDMAN CDL OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$31.05 | \$7.50 | \$8.89 | \$0.00 | \$47.44 |
| | 09/03/2017 | \$31.66 | \$7.75 | \$9.44 | \$0.00 | \$48.85 |

For apprentice rates see "Apprentice- LINEMAN"

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$24.39 | \$7.50 | \$1.73 | \$0.00 | \$33.62 |
| | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |

For apprentice rates see "Apprentice- LINEMAN"

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|--|----------------|-----------|--------|---------|---------------------------|------------|
| EQUIPMENT OPERATOR (Class A CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$37.70 | \$7.50 | \$12.95 | \$0.00 | \$58.15 |
| | 09/03/2017 | \$38.45 | \$7.75 | \$13.61 | \$0.00 | \$59.81 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| EQUIPMENT OPERATOR (Class B CDL) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$33.26 | \$7.50 | \$9.63 | \$0.00 | \$50.39 |
| | 09/03/2017 | \$33.92 | \$7.75 | \$10.21 | \$0.00 | \$51.88 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$24.39 | \$7.50 | \$1.73 | \$0.00 | \$33.62 |
| | 09/03/2017 | \$24.88 | \$7.75 | \$1.75 | \$0.00 | \$34.38 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| GROUNDMAN -Inexperienced (<2000 Hrs.) OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$19.96 | \$7.50 | \$1.60 | \$0.00 | \$29.06 |
| | 09/03/2017 | \$20.35 | \$7.75 | \$1.61 | \$0.00 | \$29.71 |
| For apprentice rates see "Apprentice- LINEMAN" | | | | | | |
| JOURNEYMAN LINEMAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 08/28/2016 | \$44.35 | \$7.50 | \$15.83 | \$0.00 | \$67.68 |
| | 09/03/2017 | \$45.23 | \$7.75 | \$16.61 | \$0.00 | \$69.59 |

Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 08/28/2016

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$26.61 | \$7.50 | \$3.30 | \$0.00 | \$37.41 |
| 2 | 65 | \$28.83 | \$7.50 | \$3.36 | \$0.00 | \$39.69 |
| 3 | 70 | \$31.05 | \$7.50 | \$3.43 | \$0.00 | \$41.98 |
| 4 | 75 | \$33.26 | \$7.50 | \$5.00 | \$0.00 | \$45.76 |
| 5 | 80 | \$35.48 | \$7.50 | \$5.06 | \$0.00 | \$48.04 |
| 6 | 85 | \$37.70 | \$7.50 | \$5.13 | \$0.00 | \$50.33 |
| 7 | 90 | \$39.92 | \$7.50 | \$7.20 | \$0.00 | \$54.62 |

Effective Date - 09/03/2017

| Step | percent | Apprentice Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|------|---------|----------------------|--------|---------|---------------------------|------------|
| 1 | 60 | \$27.14 | \$7.75 | \$3.31 | \$0.00 | \$38.20 |
| 2 | 65 | \$29.40 | \$7.75 | \$3.38 | \$0.00 | \$40.53 |
| 3 | 70 | \$31.66 | \$7.75 | \$3.45 | \$0.00 | \$42.86 |
| 4 | 75 | \$33.92 | \$7.75 | \$5.02 | \$0.00 | \$46.69 |
| 5 | 80 | \$36.18 | \$7.75 | \$5.09 | \$0.00 | \$49.02 |
| 6 | 85 | \$38.45 | \$7.75 | \$5.15 | \$0.00 | \$51.35 |
| 7 | 90 | \$40.71 | \$7.75 | \$7.22 | \$0.00 | \$55.68 |

Notes:

Apprentice to Journeyworker Ratio:1:2

| | | | | | | |
|--|------------|---------|--------|--------|--------|---------|
| TELEDATA CABLE SPLICER OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 01/01/2016 | \$28.98 | \$4.25 | \$3.12 | \$0.00 | \$36.35 |
| TELEDATA LINEMAN/EQUIPMENT OPERATOR OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |
| TELEDATA WIREMAN/INSTALLER/TECHNICIAN OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104 | 01/01/2016 | \$27.31 | \$4.25 | \$3.07 | \$0.00 | \$34.63 |

| Classification | Effective Date | Base Wage | Health | Pension | Supplemental Unemployment | Total Rate |
|---|----------------|-----------|--------|---------|---------------------------|------------|
| TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/31/2016 | \$18.51 | \$3.55 | \$0.00 | \$0.00 | \$22.06 |
| This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal. | | | | | | |
| TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i> | 01/31/2016 | \$16.32 | \$3.55 | \$0.00 | \$0.00 | \$19.87 |
| This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal. | | | | | | |

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.

WEEKLY PAYROLL RECORDS REPORT & STATEMENT OF COMPLIANCE

In accordance with Massachusetts General Law c. 149, §27B, a true and accurate record must be kept of all persons employed on the public works project for which the enclosed rates have been provided. A Payroll Form is available from the Department of Labor Standards (DLS) at www.mass.gov/dols/pw and includes all the information required to be kept by law. Every contractor or subcontractor is required to keep these records and preserve them for a period of three years from the date of completion of the contract.

On a weekly basis, every contractor and subcontractor is required to submit a certified copy of their weekly payroll records to the awarding authority; this includes the payroll forms and the Statement of Compliance form. The certified payroll records must be submitted either by regular mail or by e-mail to the awarding authority. Once collected, the awarding authority is required to preserve those records for three years from the date of completion of the project.

Each such contractor and subcontractor shall furnish weekly **and** within 15 days after completion of its portion of the work, to the awarding authority directly by first-class mail or e-mail, a statement, executed by the contractor, subcontractor or by any authorized officer thereof who supervised the payment of wages, this form, accompanied by their payroll:

STATEMENT OF COMPLIANCE

_____, 20____

I, _____, _____
(Name of signatory party) (Title)

do hereby state:

That I pay or supervise the payment of the persons employed by

_____ on the _____
(Contractor, subcontractor or public body) (Building or project)

and that all mechanics and apprentices, teamsters, chauffeurs and laborers employed on said project have been paid in accordance with wages determined under the provisions of sections twenty-six and twenty-seven of chapter one hundred and forty nine of the General Laws.

Signature _____
Title _____

[illegible]

Are all apprentice employees identified above currently registered with the MA DLS's Division of Apprentice Standards? For all apprentices performing work during the reporting period, attach a copy of the apprentice identification card issued by the Massachusetts Department of Labor Standards / Division of Apprentice Standards.

YES ☐ NO ☐

No apprentices are identified above

NOTE: Pursuant to MGL c. 149, s. 27B, every contractor and subcontractor is required to submit a **true and accurate** copy of their certified weekly payroll records to the awarding authority by first-class mail or e-mail. In addition, each weekly payroll must be accompanied by a statement of compliance signed by the employer. Failure to comply may result in the commencement of a criminal action or the issuance of a civil citation.

Date Received by Awarding Authority